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CURRENT

JANUARY 15, 1953

manpower and labour relations

REVIEW

Current Labour Market

THE overall level of employment in Canada declined slightly during December. This decline was due largely to seasonal layoffs in transportation, construction, agriculture, fishing and their related industries. Logging employment fell by mid-December to lower levels for the winter season than had been reached for a number of years. With the exception of reduced operations in these industries, which contributed to increased seasonal unemployment, manpower requirements continued firm during the month and consumer durable goods and producer goods industries operated at employment levels equal to or exceeding those for the same month a year earlier.

The Labour Force Survey, now being conducted on a monthly basis by the Dominion Bureau of Statistics, provides an overall picture of current manpower utilization patterns. For the week ending December 13, 1952, it was estimated that 5,276,000 persons were in the active civilian labour force, a decrease of 14,000 from the figure reported for the week ending November 22, 1952. Of this total, 4,558,000 persons were at work for 35 hours or more during the week, 459,000 for fewer than 35 hours, 127,000 with jobs but not at work and 132,000 without jobs and seeking work.

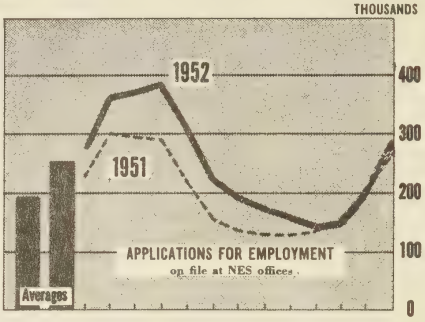
Of the 459,000 persons working fewer than 35 hours during the week, about 225,000 usually work part-time. Of the remaining 234,000 persons, 30,000 were on short-time, 11,000 were laid off for part of the week, 30,000 were ill part of the week, 49,000 were on vacation or kept away by bad weather and the remainder, 114,000, were affected by industrial disputes and religious holidays or had lost or found jobs during the week.

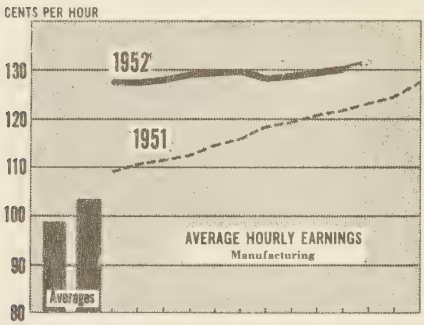
Of the 127,000 persons estimated to be without jobs and not working at all during the survey week, illness (66,000), vacations (13,000) and layoffs (24,000) were mainly responsible for their idleness. Bad weather and industrial disputes were other contributing causes.

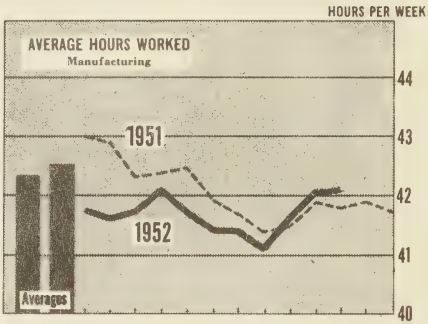
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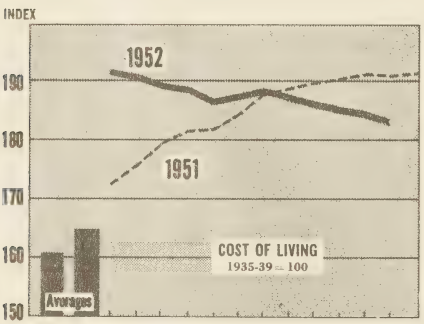
CURRENT LABOUR TRENDS

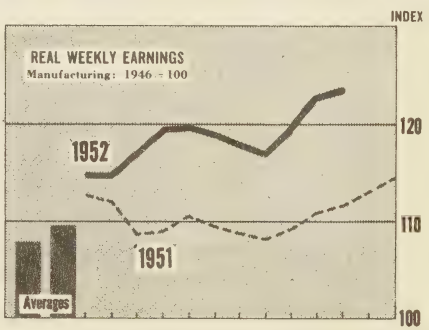


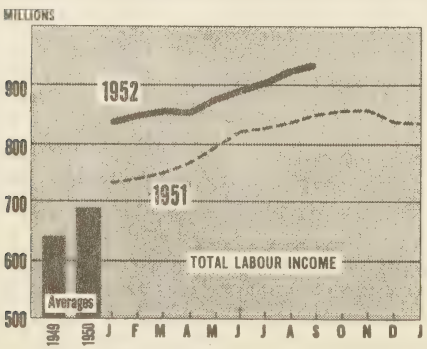


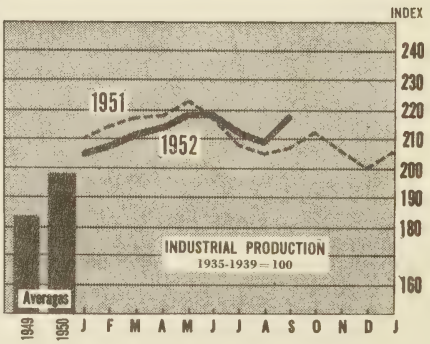












It was found that 132,000 persons were without jobs and seeking work during the survey week. Another 16,000 who did work during part of the week were also actively seeking other work, making a total of 148,000 persons actively seeking work during the week ending December 13. This represents an increase of about 13 per cent from the previous survey week in November.

Supplementary information on regional employment patterns is available from data on employment registrations at local National Employment Service offices. Between November 20 and December 11, 1952, there was a seasonal rise in the number of applications on file of nearly 58,000 for all regions, bringing the total to 237,200 at the latter date. As in November, applications on file in Quebec (75,900) and in the Atlantic region (31,200) were significantly higher at December 11 than a year earlier. On the other hand, the total number of registrations for Ontario (61,200) was some 18,000 lower than the previous year, while for the Prairie (32,300) and Pacific (36,600) regions the numbers did not greatly differ from those of mid-December, 1951.

Although seasonal unemployment increased during December, 1952, there was ample evidence suggesting that most economic activities were at higher levels than in the previous year. Retail sales during November, 1952, were 7.8 per cent higher in value than in November, 1951, while the value of department store sales during December, 1952, was higher by 15 per cent than in December, 1951. Domestic exports headed for another record year, November, 1952, figures being higher by seven per cent in real volume terms than those of the previous year. Motor vehicle shipments were up by 47 per cent on a year-to-year basis during November, while October housing starts (8,529) were nearly double those of the previous October.

Economic activity of this kind was reflected in year-to-year gains in employment levels. At November 1, 1952, employment in manufacturing industries was more than four per cent higher than a year earlier. Increased consumer sales were reflected in year-to-year employment gains in clothing (10 per cent), furniture (9 per cent), automobiles and parts (9 per cent) and heating and cooking appliances (7 per cent). The impact of the defence program was clearly shown by a year-to-year increase of nearly 60 per cent in employment in the aircraft industry and nearly eight per cent in the manufacture of electrical apparatus.

In forestry, on the other hand, employment decreased about 18 per cent, compared with November 1, 1951. Recent information published by the Canadian Pulp and Paper Association, covering about 70 per cent of total logging employment in Eastern Canada, indicates a year-to-year decline of about 35 per cent in employment in Eastern pulpwood cutting at the end of December, 1952.

The steady growth of employment in construction during postwar years is significant because of the wide seasonal fluctuations in this industry. During the month of October, 1952, total employment in this industry fell by more than four per cent and in one component, highways, bridges and streets, employment fell by 10 per cent. At the end of October, however, employment levels were still about five per cent higher than in 1951.

The contrast between the employment situation in the industrial and agricultural regions in Canada is clearly brought out in the following article on local labour market conditions (page 6). As the article shows, the labour market was steadier during December in the major industrial and metropolitan areas than in the lighter industrial and outlying agricultural areas, where labour surpluses developed.

Industrial Relations

Wage-rate increases were provided by almost 97 per cent of 879 collective agreements which were renewed by collective bargaining during the first nine months of 1952 and which were available for analysis by the Economics and Research Branch of the Department of Labour. The agreements covered 320,000 workers, 92 per cent of whom received increases. Thirty per cent of both the number of agreements and of workers fell in the range of increases of 10 to 15 cents per hour. Increases above this range were featured in 42 per cent of the agreements, covering 27 per cent of the total number of workers involved. A number of other agreements were either renewed without change or did not expire during the period under review. A detailed analysis of these wage-rate changes will appear in the February issue of the *Labour Gazette*.

The managements of the major Canadian railways and the unions representing their non-operating personnel reached agreement on the terms of their new contracts on December 19, 1952. These new contracts will run for one year, replacing those signed after arbitration in 1950 which ran for two years. A wage increase amounting, on the average, to approximately 16 cents an hour was agreed upon, following the majority recommendation of the conciliation board, as given early in December, 1952.* This increase was made retroactive to September 1. Another major item in the new agreement is the establishment of a compulsory check-off of union dues. In future, all employees in the bargaining group must pay dues or their equivalent whether or not they are members of the union. Approximately 144,000 employees were affected.

Explanatory Note

Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

* See page 55.

Current Labour Statistics

(Latest available statistics as of January 14, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force(a)	Dec. 13	5,276,000	− 0.3	−
Persons with jobs(a)	Dec. 13	5,144,000	− 0.6	−
Persons without jobs & seeking work(a)	Dec. 13	132,000	+15.8	−
Registered for work, NES				
Atlantic	Dec. 11	31,247	+42.8	+ 27.2
Quebec	Dec. 11	75,874	+48.8	+ 12.0
Ontario	Dec. 11	61,163	+25.2	− 22.9
Prairie	Dec. 11	32,299	+60.9	+ 4.1
Pacific	Dec. 11	36,610	+42.2	+ 5.9
Total, all regions	Dec. 11	237,193	+41.5	0.0
Ordinary claims for Unemployment Insurance benefit	Dec. 1	161,912	+45.2	+ 5.4
Amount of benefit payments	November	$6,435,444	+12.7	+ 26.0
Index of employment (1939=100)	Nov. 1	191.9	− 0.1	+ 3.0
Immigration	October	10,940	+18.1	− 4.1(b)
Industrial Relations				
Strikes and lockouts — days lost	December	47,279	−	+218.2(b)
No. of workers involved	December	3,646	−	+ 15.2(b)
No. of strikes	December	18	−	− 17.8(b)
Earnings and Income				
Average weekly wages and salaries	Nov. 1	$55.63	+ 0.9	+ 6.9
Average hourly earnings (mfg.)	Nov. 1	$1.31	+ 0.8	+ 6.0
Average hours worked per week (mfg.)	Nov. 1	42.1	0.0	+ 0.7
Average weekly earnings (mfg.)	Nov. 1	$55.11	+ 0.8	+ 6.8
Cost-of-living index (av. 1935-39=100)	Dec. 1	184.2	− 0.3	− 3.6
Consumer Price Index (av. 1949=100)	Dec. 1	115.8	− 0.3	− 2.0
Real weekly earnings (mfg. av. 1949=100)	Nov. 1	113.8	+ 0.7	+ 8.4
Total labour income $000,000	October	952	+ 0.8	+ 9.9
Industrial Production				
Total (Average 1935-39=100)	October	247.7	+ 1.7	+ 7.2
Manufacturing	October	258.6	+ 1.1	+ 6.2
Durables	October	307.5	+ 0.8	+ 9.3
Non-Durables	October	227.2	+ 1.2	+ 3.6

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Local Labour Market Conditions



The Labour Market—illustrated by the proportion of paid workers within each of the four labour market groups to all paid workers.

IN evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements throughout the year in Canada. A large number of areas have labour surpluses each year from December to March but these surpluses decline sharply and shortages often appear from July to October.

During December, 27 areas moved into Group 1 of the surplus category. The number in Group 2 of this category increased by 13, the number in the balance category decreased by 32 and that in the shortage category by eight.

The higher demand for labour in manufacturing industries and the unusually low labour requirements in logging operations are clearly reflected in the year-to-year comparisons of the local labour market classifications. At the beginning of 1953, 17 metropolitan and major industrial areas were in the balance and shortage categories, compared with 12 at the beginning of 1952. On the other hand, there were only 31 major agricultural and minor areas in these categories at the beginning of 1953 compared with 52 a year earlier. These year-to-year changes largely reflect the predominance of manufacturing activity in the metropolitan and major industrial areas and the importance of logging and agricultural activities in many of the other labour market areas.

Although there were 16 fewer areas in the balance and shortage categories at the beginning of 1953, compared with a year earlier, it should be noted that the total number of paid workers in these categories remained unchanged. The chart on this page reveals that at January 1, 1953, areas with balanced labour markets accounted for 58 per cent of the paid workers covered by this survey.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Jan. 1 1953	*Jan. 1 1952*	Jan. 1 1953	*Jan. 1 1952*	Jan. 1 1953	*Jan. 1 1952*	Jan. 1 1953	*Jan. 1 1952*
Metropolitan	3	*2*	1	*4*	6	*4*	—	—
Major Industrial	4	*1*	13	*19*	11	*6*	—	*2*
Major Agricultural	1	—	9	*5*	7	*11*	—	*1*
Minor	19	*8*	24	*19*	24	*40*	—	—
Totals	27	*11*	47	*47*	48	*61*	—	*3*

*See explanatory note on page 14.

ATLANTIC

The seasonal influences which had caused a reduction of outdoor activity during October and November became more pronounced in December and contributed to a further lowering of the employment levels in such industries as fishing, construction, logging and sawmilling. Pulp cutting was also reduced during the month as a result of the usual closing of camps for the Christmas holiday season. On the whole, logging employment during December was consistently lower than in December, 1951. In view of the smaller log cut planned this winter, this condition is expected to continue.

Although employment in manufacturing industries declined slightly in the fall months, it maintained a level somewhat above the same period in 1951. There was considerable activity in the shipbuilding and repair industries and in the manufacture of iron and steel products during 1952 and there are indications that manpower requirements in these particular industries may be higher this winter than last.

The diminishing demand for labour during December resulted in the reclassification of seven areas into the labour surplus groups. This brought 16 of the 21 areas surveyed into the labour surplus category.

Metropolitan Areas. Job applications registered with the NES office in St. John's, Nfld. doubled during December bringing the area into Group 1 of the labour surplus category. Most of this decline in employment was seasonal and was largely caused by reduced labour requirements on local construction sites and in developments in the outlying areas.

Major Industrial Areas. Labour supply and demand continued in balance in Corner Brook and Halifax during December. In the remaining four major industrial areas, however, labour surpluses accumulated because outdoor construction activities declined and alternative employment opportunities did not appear. The surplus was particularly large in Moncton as seasonal lay-offs in heating equipment firms swelled the labour supply.

Major Agricultural Areas. Construction work at the RCAF base at Greenwood declined during December with the result that the Kentville area changed from one of balance to Group 2 of the labour surplus category. The labour surplus continued in Charlottetown where activities in agriculture and fishing, the two main industries, were suspended for the season.

Minor Areas. The decline in employment was sufficiently marked in the Bathurst, Campbellton and Newcastle areas to bring them into Group 1 of the labour surplus category. Since woods employment is the mainstay of the economy in these areas, the low level of employment in the industry at the end of 1952 was the principal factor contributing to the surplus labour supply.

CLASSIFICATION OF LABOUR MARKET AREAS, JANUARY 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural industry)	Cornwall Moncton Shawinigan Falls Trois Rivières	Brantford Fort William – Port Arthur New Glasgow Oshawa Peterborough Rouyn – Val d'Or Saint John Sarnia Sherbrooke St. Hyacinthe Sudbury Sydney Victoria	Corner Brook Guelph Halifax Kingston Kitchener – Waterloo London Niagara Falls St. Catharines Timmins – Kirkland Lake Welland Windsor	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)	Rivière du Loup	Charlottetown Chatham Joliette Kentville Lethbridge Moose Jaw Prince Albert Red Deer Thetford Mines	Barrie Brandon North Battleford Regina Saskatoon Swift Current Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Buckingham Campbellton Chandler Chilliwack Drummondville Granby Jonquière La Malbaie Montmagny Newcastle Penticton Prince George Prince Rupert Rimouski Sorel St. Georges Est St. Jerome St. Joseph d'Alma	Bracebridge Bridgewater Causapscal Chicoutimi Dauphin Edmundston Fort Erie – Port Colborne Fredericton Lachute Leamington Matane North Bay Owen Sound Portage la Prairie St. Jean Ste. Thérèse Summerside Trail Trenton Valleyfield Vernon Victoriaville Woodstock, N.B. Yarmouth	Belleville Brampton Dawson Creek Drumheller Farnham Galt Goderich Grand Falls Ingersoll Kamloops Kenora Lindsay Listowel Medicine Hat Pembroke Sault Ste. Marie Simcoe Ste. Anne de Bellevue Stratford St. Thomas Truro Walkerton Weyburn Woodstock, Ont.	


CANADIAN LABOUR MARKET AREAS
JANUARY 1, 1953
Legend
GROUP 1 LABOUR SURPLUS
GROUP 2 LABOUR SURPLUS
GROUP 3 APPROXIMATE BALANCE
GROUP 4 LABOUR SHORTAGE
METROPOLITAN AREAS (LABOUR FORCE 75,000 OR MORE)
MAJOR INDUSTRIAL AREAS (LABOUR FORCE 25,000 – 75,000; 50% OR MORE IN INDUSTRY)
MAJOR AGRICULTURAL AREAS (LABOUR FORCE 25,000 – 75,000; 50% OR MORE IN AGRICULTURE)
MINOR AREAS (LABOUR FORCE 10,000 – 25,000)
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
VERNON
CHILLIWACK
PENTICTON
VICTORIA
TRAIL
LETHBRIDGE
EDMONTON
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
CALGARY
DRUMHELLER
SASKATOON
MEDICINE HAT
YORKTON
SWIFT CURRENT
MOOSE JAW
REGINA
WEYBURN
BRANDON
DAUPHIN
WINNIPEG
PORTAGE LA PRAIRIE
KENORA
FORT WILLIAM – PORT ARTHUR
TIMMINS – KIRKLAND LAKE
ROUYN VAL D'OR
SAULT STE. MARIE
OTTAWA – HULL
MONTREAL
TORONTO
HAMILTON
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
WALKERTON
GODERICH
STRATFORD
INGERSOLL
SARNIA
LONDON
CHATHAM
WINDSOR
LEAMINGTON
ST. THOMAS
SIMCOE
DELHI
TILLSONBURG
PORT DOVER
PORT COLBORNE
FORT ERIE
NIAGARA FALLS
ST. CATHARINES
GALT
PRESTON
HESPELER
KITCHENER
WATERLOO
GUELPH
LISTOWEL
BRAMPTON
LINDSAY
BARRIE
OSHAWA
PETERBOROUGH
BELLEVILLE
TRENTON
KINGSTON
CORNWALL
ALEXANDRIA
LACHUTE
BUCKINGHAM
ST. JEROME
JOLIETTE
TROIS RIVIERES
SHAWINIGAN FALLS
STE. THERESE
ST. JEAN
ST. ANNE DE BELLEVUE
VALLEYFIELD
FARNHAM
GRANBY
ST. HYACINTHE
DRUMMONDVILLE
VICTORIAVILLE
THETFORD MINES
ST. GEORGE EST
SHERBROOKE
JONQUIERE
LA MALBAIE
CHICOUTIMI
ST. JOSEPH D'ALMA
ALMA
RIVIERE DU LOUP
MATANE
RIMOUSKI
METAPEDIA
CAMPBELLTON
BATHURST
CHANDLER
PERCE
LEVIS
EDMUNDSTON
MONTMAGNY
MONCTON
WOODSTOCK
FREDERICTON
SAINT JOHN
CHARLOTTETOWN
SUMMERSIDE
SYDNEY
NEW GLASGOW
TRURO
AMHERST
KENTVILLE
HALIFAX
BRIDGEWATER
YARMOUTH
GRAND FALLS
CORNER BROOK
ST. JOHN'S

QUEBEC

The higher year-to-year employment level maintained in manufacturing industries helped to offset the rapid decline in seasonal activities in Quebec during December. The textile, clothing, leather, boot and shoe and various defence-connected industries were employing more workers at the end of 1952 than a year earlier. Retail sales continued to exceed those of 1951 and the Christmas trade was considerably greater in 1952 than a year earlier. Seasonal factors, however, exerted a strong influence on the employment situation as a whole. Such seasonal activities as exploration, road work and construction either could not be carried on at all or declined sharply. In addition, employment levels in log-cutting and sawmilling industries were considerably reduced. The number of registrations for employment at NES offices rose rapidly in December to a total slightly higher than that of the previous year. A reduction in the number of women seeking work was offset by the greater number of men registered for employment.

Metropolitan Areas. In December labour demand and supply in Montreal remained generally in balance. Employment in manufacturing industries continued higher than at the same time in 1951. Job opportunities were created as various plants completed the expansion of their facilities. In the aircraft and several other industries, shortages of tool and die makers, machinists and sheet-metal workers existed. As winter set in, however, labour supplies increased and resulted in surpluses of construction workers, seamen, farm workers and general unskilled labourers.

In Quebec city, the effects of this year's reduced logging cut were more pronounced during December than a month earlier and resulted in the area being reclassified from Group 2 to Group 1 in the labour surplus category. The manufacturing industries were more active than a year earlier and the number of registrations by women at NES offices was substantially lower than in December, 1951, when the boot and shoe, clothing and textile industries were operating at reduced levels. Reduced logging operations and declines in other seasonal work, however, more than offset these favourable factors.

Major Industrial Areas. Of the five areas in this group, three were classified in a different category at January 1 than at the beginning of December. Shawinigan Falls and Three Rivers changed from Group 2 to Group 1 in the labour surplus category and Sherbrooke from the balanced to Group 2 of the labour surplus category. These shifts appeared to be the result of growing seasonal slackness and the smaller wood cut.

Major Agricultural and Minor Areas. Logging is the main source of employment during the winter in many of these areas. The decreased wood cut at the end of 1952 was the principal reason for most of these areas having labour surpluses. Only Ste. Anne de Bellevue and Farnham remained in the balanced category.

ONTARIO

During the fourth quarter of 1952 industrial employment in Ontario exceeded the 1951 level as the defence-connected industries continued to expand, increased steel capacity came into production and sustained demand for consumer goods held employment in these industries firm. Moreover, in the latter part of 1952, the volume of housing starts was considerably higher than in the same period in 1951. This, together with favourable weather conditions, resulted in the maintenance of higher than usual levels of employment in construction work for December in most parts of the Ontario region.

The gradual reduction in outdoor construction activity during December and the early part of January, however, combined with a reduction in the level of woods work this winter as compared with a year earlier, caused some labour surpluses in a few areas. Nevertheless, 27 of the 40 areas under review still had approximately balanced labour markets at the end of 1952. Extra Christmas sales staff was released during the last week in December or the first week in January and some womens' clothing manufacturing plants closed down for a few weeks before beginning production of their spring lines.

Metropolitan Areas. The fact that labour requirements of manufacturing industries in Toronto and Ottawa-Hull and of the construction industry in Hamilton were higher in December, 1952, than a year earlier reduced the effects of seasonal employment declines in these areas. Some slackening in construction activity and in a number of seasonal manufacturing industries, such as womens' clothing, relieved the shortage of labour in Toronto so that in December all three metropolitan areas had balanced labour markets. No labour shortages were reported to the NES except for machinists, toolmakers and machine shop workers.

Major Industrial Areas. Labour requirements did not change appreciably in these areas during December. No large lay-offs and very little hiring occurred in the manufacturing industries. As a result, the majority of these areas were still in the balanced labour market category at the beginning of January. However, lay-offs in a textile plant producing for the rubber industry increased the labour surplus in Cornwall and resulted in its reclassification from Group 2 to Group 1 of the labour surplus category. Sarnia was brought into a surplus category by the gradual reduction in construction activity, which, combined with the reduced logging cut, also caused surpluses in Peterborough and Sudbury. Brantford and Oshawa continued to have a labour surplus since the farm implement and automobile industries were still operating at seasonally low levels.

Major Agricultural and Minor Areas. Of the 21 major agricultural and minor areas under review, 15 were still in approximate balance at January 1 but the gradual seasonal decline in construction resulted in surpluses of carpenters, painters and unskilled construction workers in many of the areas. This, together with the seasonal slack in food processing, the reduction in woods activity and the closing of navigation on the Great Lakes, caused some labour surplus in Bracebridge, Chatham, Leamington, North Bay, Owen Sound, Port Colborne and Trenton.

PRAIRIE

During the last quarter of 1952, employment levels were higher than at the same time in 1951 in almost all parts of the region. Harvesting labour requirements were exceptionally heavy and in addition, non-agricultural firms showed a year-to-year employment gain of approximately 13,000 workers. A large part of this increase stemmed from the demands of expanding oil and chemical industries in Alberta. Elsewhere in the region the main stimulus came from defence construction projects, which contributed to the strong demand for construction workers during the fall. Since the value of uncompleted defence construction contracts at the end of November was about one-third greater than a year earlier, this work is again expected to be a significant factor underlying total labour demand in the early spring.

The supporting effect of increasing industrialization, defence construction work and large grain crop payments extended into December, partially offsetting the decline in agricultural activity during the month. This, in addition to the usual migration of workers to British Columbia, resulted in 13 of the 21 areas, including two of the three metropolitan centres, having a balanced labour market. Surpluses in the remaining eight areas were partly the result of the relatively small number of workers employed in pulp cutting this winter.

Metropolitan and Major Industrial Areas. Although the number of idle workers rose in all three metropolitan areas, the increase was not sufficiently great in Calgary and Edmonton to require reclassification from the balanced category. There were some lay-offs and a greater degree of short time in coal mining than in previous months but other decreases in employment were relatively small and mainly seasonal. Employment in packing plants increased steadily and activity in construction work continued at a higher level than in 1951. A larger proportion of wage-earners was registered for work at the NES office in Winnipeg than in Calgary or Edmonton, although the number was slightly smaller than at the same time a year earlier. Some lay-offs occurred in foundry plants but the level of operations in construction, secondary textiles and meat-packing was reported to be higher in December, 1952, than in the previous year.

In the Fort William-Port Arthur area, employment in logging work was about 50 per cent below the level of the previous year. During December, however, a substantial number of workers was hired as a result of the strengthening in the demand for sulphite pulp.

Other industries in the metropolitan and major industrial areas showed little change during the month, with the exception of aircraft manufacturing in which some employment expansion took place.

Major Agricultural and Minor Areas. By the end of December, only six of the 17 areas in these classifications were in the surplus category. The completion of sugar refining and an unusually low level of coal production increased the number of idle workers in Lethbridge and Red Deer. In Dauphin, bush work failed to absorb the usual number of workers released by the completion of rural electrification and construction work. Suspension of work on defence projects contributed to labour surpluses in Portage la Prairie and Prince Albert.

Employment conditions in the agricultural and minor areas experienced the deterioration usually accompanying the decline in seasonal activities such as agriculture and construction.

PACIFIC

After two months during which non-agricultural employment attained record levels, labour requirements eased considerably during the second half of December and labour surpluses mounted to a level well above that of a month earlier and approximately equal to that of December 1951. In addition to the seasonal closing of food processing plants and the usual year-end closing of logging and construction operations, a number of other factors combined to reduce employment in all parts of the region. These included a lower export demand for lumber, base metal and fish products, an unsettled dispute between fishermen and operators over the price of herring, which led to a cessation of fishing operations, and a continuing power shortage in the southern interior which caused sizeable layoffs in several mining and smelting firms.

By January 1, labour surpluses had developed or increased in all but one of the nine labour market areas surveyed. At the beginning of December only four areas had surpluses.

The reduction of these surpluses during January will probably depend to a considerable extent on weather conditions. Because of the relatively light snowfall it was expected that a good deal of labour would be employed earlier than usual in the new year. Many logging, sawmilling and large construction operations were scheduled to resume work during the first week of the month.

Metropolitan and Major Industrial Areas. The usual exodus of workers from distant construction sites and logging areas contributed to the increase of 46 per cent in the number of workers registered with NES offices in Vancouver-New Westminster. Hiring in manufacturing industries was low. Fish canning was at a standstill and activity in machine shop and shipbuilding yards at a reduced level.

Although some labour surplus developed in Victoria, industrial activity was greater there than in other areas of the province. Employment in the construction industry was above average for the time of year. Temporary lay-offs occurred in shipbuilding yards but the volume of defence work on hand and in prospect indicated increasing activity in the near future.

Minor Areas. Four areas in this category were in the Group 1 labour surplus classification during December. In Prince Rupert and Prince George the loss of herring production and the completion of some phases of the Aluminum Company of Canada development at Kitimat reduced employment opportunities. The situation was further affected by an unusually large inflow of workers from other provinces. In Chilliwack employment fell markedly as a result of the completion of two hydro-electric projects and the early closing of logging camps. The surplus in Penticton was of a more seasonal nature, resulting mainly from the decline in agricultural activity and fruit packing. A greater amount of construction work is being done in this area than in former years and this may require more workers than usual during January.

Explanatory Note

In this section, the system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The regular labour market analyses conducted by the Department of Labour in the postwar years indicate that the percentage ranges mentioned are usually symptomatic of the differing labour market situations designated in the above categories.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page nine and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. The Toronto labour market area, for example, includes the towns of New Toronto, Mimico, Long Branch, Weston, Leaside and Swansea, as well as other parts of the county of York, although not all of it. In general, the boundaries of these labour market areas coincide with the district serviced by the respective local office or offices of the National Employment Service.

Not all areas in Canada are dealt with in this section. Information currently available about labour market conditions in areas with a labour force of fewer than 10,000 workers is not sufficient to permit adequate analysis. The 122 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Plant Expansion and Employment Opportunities in Manufacturing Industries, 1952

THE regular survey conducted by the Economics and Research Branch of the Department of Labour on the effects of industrial expansion on employment shows that more new jobs were provided by expansion of plant capacity in manufacturing industries in 1952 than in any of the past five years. The total of 30,000 new manufacturing jobs recorded during 1952 was nearly double that of the two previous peak years, 1948 and 1951. Significant changes have occurred, however, in the pattern of plant expansion in manufacturing since early postwar years. Early postwar expansion was primarily in the consumer durable and non-durable sectors of manufacturing. After the Korean War began, the emphasis gradually shifted to the field of defence-connected industries.

In terms of specific industries, the greatest plant expansion in 1952 occurred in the Canadian aircraft industry, which provided an estimated 12,000 new jobs. The electrical apparatus industry provided 4,300 new jobs and the iron and steel industry 3,400. Likewise the high level of plant expansion in the manufacture of chemical products resulted in at least 1,400 new jobs. Most of these jobs were related to Canada's defence program.

Regionally, Ontario accounted for more than 50 per cent of the new jobs and Quebec for about 25 per cent, the remainder being distributed in the Atlantic, Prairie, and Pacific regions. Industrial expansion in the Atlantic region was somewhat less in 1952 than in 1951 and much of it was concentrated in Newfoundland.

Canada's defence effort is strongly directed towards aircraft production with the result that more new plants and plant extensions were completed in the aircraft and parts industry in 1952 than at any time since the Second World War. The completion of 18 new plants and plant extensions created a record number of new jobs in one year for one industry. This expansion and the heavy volume of hiring in the industry are reflected in the fact that reported employment in the aircraft and parts industry increased by approximately 11,500 workers from January 1 to October 1, 1952. In addition, several plants and plant extensions at present under construction will come into operation in 1953. Of the 12,000 new jobs created in the industry, 8,600 were in Ontario, about 3,000 in Quebec, and 700 in the Atlantic region.

Expansion in the electrical apparatus industry, also greater than at any time in the past five years, was mainly in the fields of electronics and television and with less emphasis on consumer goods than in pre-

vious years. The 30 new plants and plant extensions which began operations in this industry during 1952 resulted in about 4,300 new jobs. This was an average labour requirement of 140 workers for each new plant or extension. More than 3,000 of these jobs were in Ontario, 600 in Quebec, and approximately 100 in other regions of the country.

In the iron and steel industry, most of the 3,400 new jobs created by plant expansion were in firms producing tools, machinery, and other industrial equipment, a demand largely stimulated by Canada's defence effort. One large plant extension was designed to produce marine turbines for naval vessels. The producers of basic steel are currently completing major expansion projects. One of Canada's major steel producers recently completed the largest blast furnace in the country. This, in addition to further expansion on the same site, will add 650,000 tons to the annual steel output. Most of the expansion in this industry was in Ontario and Quebec.

Considerable industrial expansion also took place in the chemical industry and both the volume of investment and the number of new jobs created in 1952 exceeded the 1951 levels. In 1952, 36 new plants and plant extensions began operations. One chemical company completed three new plants and two plant extensions. Because of the relatively low labour content characteristic of this industry, the total of 1,400 new workers recorded represents a large increase in production. The new jobs in the chemical industry were distributed through all regions except the Atlantic, the largest increase being in Ontario, followed by Quebec and the Prairie and Pacific regions.

The number of new jobs created by expansion of plant capacity in the wood products manufacturing industry exceeded any previous figures reached in the survey of the Economics and Research Branch to date. At least 1,400 workers were required to man new plant facilities in 1952. A large proportion of the new jobs were in British Columbia where major expansion of the plywood industry required 600 workers. In both Ontario and Quebec, at least 300 workers were required in new furniture and woodworking plants and sawmills.

The level of plant expansion was high also in the non-metallic mineral products industry, the bulk of it being in the asbestos, abrasives and cement products sectors. The expansion in this industry was fairly evenly distributed throughout all regions of the country. During 1952, at least 1,300 workers were required to staff the new plant facilities.

Prepared by
Economics and Research Branch
Canadian Department of Labour

George V. Haythorne, *Director*

R. M. Cram, *Assistant Director*

W. R. Dymond, *Chief,*
Manpower Analysis Division

John Mainwaring, *Chief,*
Labour-Management Division

Notes of Current Interest

New Federation Formed By Quebec CCL Unions

Labour unions in Quebec affiliated with the Canadian Congress of Labour founded at Montreal, early in December, the Quebec Federation of Industrial Unions (CCL).

Some 200 delegates, representing about 50,000 workers in the province, took part in the conference which led to the setting up of the new federation. This brings to seven the number of provincial federations of the CCL.

R. J. Lamoureux, President of the Montreal Labour Council and Regional Director of the United Steelworkers of America, who was chairman of the founding conference, was elected President of the new Federation.

"The setting up of this new trade-union organization," he stated, "shows that the Quebec section of the Canadian Congress of Labour has reached adulthood and that it is asserting its maturity."

During the two-day conference, a number of speakers made an appeal for unity within the Canadian labour movement, in the hope of establishing an organic link between the major Canadian Labour organizations.

Raoul Trépanier, federal Department of Labour Conciliation Officer, was one of those who asked the new Federation to make itself the apostle of unity in the labour movement in Quebec. "Do not keep up these rivalries which, when all is said and done, have weakened us more than they have helped us," said Mr. Trépanier. "It seems to me, for example," he suggested, "that it would be better for the province's labour organizations to get together when they go every year to make their representations at Quebec, rather than undertaking each its little pilgrimage alone."

Donald MacDonald, Secretary-Treasurer of the CCL, also stressed the need for unity within the labour movement. "The problem of unity in the Canadian labour movement is a complex and difficult one," he said at the closing banquet. "Nevertheless, we are prepared to support any effort which aims at bringing about this unity. All we ask," he added, "is that people who are concerned with this question of unity should tackle it with as sincere a desire as we have to see it worked out."

During the conference, the delegates also heard Paul Emile Côté, Parliamentary Assistant to the Minister of Labour; Jean Paul Ferland, Conciliation Officer for the provincial Department of Labour; and Mrs. Thérèse Casgrain, Quebec CCF leader.

In addition to ratifying their new constitution, the delegates also adopted a number of resolutions, requesting, among other things, that no union, whatever its allegiance, should cross another union's picket line; that the Superior Labour Council should meet more often; and that the electoral map of Quebec be reformed. One of the first gestures of the new Federation was to set up a political action committee.

In addition to President Lamoureux, the Executive Committee of the Quebec Federation of Industrial Unions is made up of the following officers: Hyman Reiff and Joseph Tessier, Vice-Presidents; Roméo Mathieu, Secretary; Roméo Leroux, Treasurer; René Martin, Gérard Freve, Henri Jean, Rolland Goedike, L. McCormack, D. Archambault and L. Packwood, Directors.

Work Likely in 1953 for All Steelworkers—Gregg

A great many industrial projects, including the St. Lawrence seaway and the aluminum development at Kitimat, B.C., will likely require all available steel workers in 1953, the Hon. Milton F. Gregg said recently in reply to a delegation of steel and auto workers.

Headed by C. H. Millard, Canadian Director of the United Steelworkers of America, the 14-man delegation submitted a seven-point plan to the Government designed to overcome a slump in farm machinery production. It included giving away free tractors and other farm implements to underdeveloped countries; the establishment of a joint industry, labour and government council to stabilize the industry and reduce seasonal layoffs; and the channelling of federal defence contracts to the industry to use up idle production capacity and give employment to the large numbers of workers laid off recently in the Hamilton, Toronto, Woodstock and Brantford areas.

Mr. Gregg said the Government will consider the plan.

67040—2

Slight Employment Drop Recorded at November 1

Employment in Canada's principal industries was slightly lower at the beginning of November than a month earlier but higher than the November 1, 1951, level, according to the Dominion Bureau of Statistics. Payrolls and average weekly wages and salaries, however, climbed to record levels.

The advance index of employment at November 1 stood at 191·9, compared with 192·6 at October 1 and 186·4 at November 1, 1951. The payrolls index was 454·6 at November 1, 452·2 at October 1 and 413·4 at November 1, 1951. Weekly wages and salaries averaged $55.63 at November 1, $55.12 at October 1 and $52.05 on November 1, 1951.

Fifth Successive Climb, Oct. Housing Starts Rise

Starts on the construction of new dwelling units rose again in October for the fifth successive month, reversing the trend of the first five months of the year. Completions increased in October, after decreases in all earlier months of 1952 except August.

Number of dwelling units on which construction was started in October was 9,810, compared with 8,529 in September and 4,977 in the corresponding month in 1951. This brought the cumulative total for the first 10 months of 1952 to 71,850, compared with 62,564 in the similar 1951 period.

Completions Total 9,510

Completions in October totalled 9,510 as compared with 5,819 in the preceding month and 8,164 in the same month of 1951. In the January-October period completions totalled 56,295 as compared with 65,969 in the similar 1951 period. The carry-over of uncompleted dwellings in various stages of construction at the end of October was 59,334 compared with 55,180 a year earlier.

Housing Starts Higher In U.S. in October

Housing starts in the United States totalled 101,000 during October, an increase of 3,000 over September and 11,000 over October 1951, according to preliminary estimates of the U.S. Labour Department's Bureau of Labour Statistics. The September-October increase was almost entirely in private housing, which totalled an even 100,000 units in October.

So far this year, 966,400 new permanent non-farm dwelling units were put under construction, 10,400 units above volume for the first 10 months of 1951 but about a quarter of a million under the level for the same period in the peak year 1950. Private housing in 1952 was 29,100 units above the previous year's mark while public housing was lagging by 18,700 units when the first 10 months are compared. Altogether, new private housing begun to the end of October 1952, totalled 917,500 units and public housing, 48,900 units.

Britain Built More Homes in September

September 1952, was Britain's best month since the war for the number of permanent houses completed.

According to the U.K. Central Office of Information, 22,323 permanent houses were completed during the month, compared with 17,168 in September 1951.

The number of men employed on permanent house construction and the preparation of housing sites at the end of September was estimated at 271,900.

Up to the end of September, 1,344,588 houses have been completed under the post-war program. Of this number, 1,187,442 are permanent.

Name New Co-Chairman Of Manpower Council

John W. Pickersgill, Clerk of the Privy Council, has been named co-chairman of the National Advisory Council on Manpower. He succeeds Norman Robertson, his predecessor as Clerk of the Privy Council, who is now High Commissioner to the United Kingdom.

Arthur MacNamara, Deputy Minister of Labour, is the other co-chairman of the 32-member body that advises the government on manpower problems.

N.B. Labour Minister Honoured by Union

Local No. 1 of the Bricklayers, Masons, and Plasterers' International Union of America (AFL-TLC) in Saint John, N.B., has made Hon. A. E. Skaling, Minister of Labour for New Brunswick, its honourary president for life. Mr. Skaling was President of the local for 22 years, resigning from the post December 1, because of his government duties.

Railway Dispute Settled At Top-level Meeting

The dispute between Canada's major railways and 17 non-operating railway unions was settled December 19.

The settlement provides for the average wage increase of 16 cents an hour recommended in the conciliation board's majority report (*see* p. 55) and for the compulsory check-off of union dues for all workers in the bargaining unit, union members or not. This latter provision is in excess of the board's recommendations.

Another gain for the union was the retroactivity of the wage increase, dated back to September 1, expiry date of the former agreement. On December 9 the railways had announced that they were putting into effect, as of December 1, the 16-cents-an-hour boost recommended by the board.

Announcement of the settlement followed discussions between union representatives led by Frank Hall, chairman of the negotiating committee, and Presidents Donald Gordon of the Canadian National Railways and W. A. Mather of the Canadian Pacific Railway Company.

The unions originally rejected the board's recommendations, stating in their letter of rejection that "the views of the employees' representatives are substantially in accord with" those in the minority findings.

The new contract runs for one year from December 1, 1952.

Union Shop, Check-off Won by U.S. Rail Unions

A union shop and check-off agreement was signed recently between 17 co-operating railway labour organizations and several railroads in the Eastern United States.

The agreement covers maintenance of way employees, telegraphers, signalmen, clerks, freight handlers, firemen and oilers, marine employees, restaurant employees, dispatchers, yardmasters, machinists, electricians, metal workers and other allied trades.

All employees under the contract must, as a condition of continued employment, become members of the union representing their craft or class within 60 calendar days of the date they first perform compensated service as such employees after the effective date of the agreement. Thereafter they must maintain membership in the union, except that such membership is not required of any individual until he has performed compensated service on 30 days within a period of 12 consecutive calendar months.

Employees with seniority who are transferred to full-time employment not covered by the agreement or who go on furlough or leave may maintain membership or not at their option. On their return they must again become members within 30 days.

Dues, initiation fees and assessments must be uniform for all employees in the same status at the same time in the same organizational unit. No employee is required to become or remain a member of the union unless membership is available to him on the same terms and conditions as are generally applicable to all members.

Each employee will be considered by the employer to have met the provisions of the agreement, and so be eligible for continuing employment, unless and until such employer is advised to the contrary in writing by the union. If and when the union so advises, and if the employee does not demand a hearing before the employer and a representative of the union, the employer will terminate the employee's seniority and employment within 30 days. On the other hand, the employee may follow up an adverse hearing with an appeal to the highest officer of the company and beyond this to the Chairman of the National Mediation Board.

Periodic dues, initiation fees and assessments required for membership in the union must be deducted from the wages of employees by the employer, who will pay these amounts to the appropriate officer of the union. However, the employee must furnish the employer with a written assignment to the union of such dues, fees and assessments before this deduction can become effective.

The same contract terms respecting the union shop were accepted in December by two railways in the Western United States. They were the Chicago and North Western Railway and the Missouri-Kansas-Texas Railroad. The contracts, negotiated by the same 17 non-operating rail unions, took effect January 1.

Until the signing of the two contracts, the western lines had presented a solid front against the union shop.

The annual report of the federal Department of Labour for the fiscal year ended March 31, 1952, is now published and available for distribution. Copies are obtainable at 25 cents per copy from the Circulation Manager, Department of Labour, Ottawa.

67040—2½

CCCL Holds Month-long Labour College in Quebec

The first labour college in Canada was opened last November, at Quebec, by the Canadian and Catholic Confederation of Labour. Thirty-two members of the labour organization, from 13 industrial centres in the province and representing 12 different classes of industry, left office and factory for a whole month for the purpose of acquiring a more advanced social, economic and trade-union training.

This was the first time that one of the three major Canadian labour congresses had asked its members to leave work for a month in order to devote themselves to the study of economic and trade-union problems.

This latest venture on the part of the CCCL in the matter of labour education is the outcome of that trade-union training which has been under way for a number of years now in the form of study days and labour action schools. In the minds of the leaders of the CCCL, the success of this first session of their labour college augurs well for the establishment, in future, of a trade-union university for the working classes of the province of Quebec.

The 32 students taking the first course, among whom were a young lady and two priests, stayed at the Château Bonne-Entente, a tourist home in the suburbs of Quebec City which the CCCL's Education Service rented for the month.

There the students spent a month listening to lectures dealing with such subjects as the preparation of placards during strikes, the social doctrine of the Roman Catholic Church and the economic problems of the day.

The instigator and the first Head of the college was Fernand Jolicoeur of Quebec, Director of the CCCL's Education Service. A graduate in Social Science and Philosophy from Laval University, Mr. Jolicoeur was, for a number of years, organizer and business agent for the Joliette Central Council.

"It is time we were giving our attention to the training of a larger number of competent labour leaders, alive to the more and more numerous problems with which the trade-union movement has to deal," Mr. Jolicoeur stated. "The present development of the CCCL," he added, "no longer permits a slipshod treatment of these questions. The importance and the difficulty of our task make it necessary for us to know exactly where we are setting out from and where we intend to go."

The program of the courses was very full; even the evenings were taken up. Economic questions, the social doctrine of the Church, education, publicity, the art of speaking, and, of course, matters concerning trade-unionism were considered. Nearly half the time spent in class was devoted to questions relating to trade-unionism, including labour legislation and collective agreements. The practical side was not overlooked either; the students had to negotiate labour agreements and present evidence before courts of arbitration.

A team of 20 instructors—chosen from among the leaders of the CCCL, the professors in the Faculty of Social Science at Laval University and the directors of the Laval Extension Course Centre and of the Quebec Co-operation Council—was organized to give the courses.

Financially, the experiment was quite costly but the CCCL leaders consider this expense an excellent investment. Although the registration fees, covering room and board and the cost of the courses, amounted to only $200, they did not include travelling expenses (most of the pupils returned home during the week-end) or compensation for the month's wages. These expenses were met by the syndicates and the central councils or federations who sent members to this first course. In return, these members are expected to hold classes on week-ends in their respective districts.

One of the important factors contributing to the success of the labour college was the great variety of pupils attending the first session. The average age of the thirty-two union members was 33; the youngest, however, was only 22; the oldest, 44. Twenty-seven of the 30 lay pupils were married. The group also included two priests, who had just been appointed chaplains of syndicates and were eager to prepare themselves for their new duties, and a young lady who holds an important executive position in a large business syndicate in Montreal.

Ten pupils were persons who are "on leave from duty"; that is, they are in the permanent service of the CCCL as business agents or officers. The other 22 had to give up their regular factory or office work for one month to take the course.

A survey of the union functions of the students showed, in addition to the two chaplains, six presidents, two vice-presidents, four secretaries and seven directors of syndicates, six organizers and business agents of central councils or federations, two secretaries and one treasurer of federations, one central council secretary and one central council treasurer.

According to the Director of the CCCL's Education Service, this first attempt has proved that it is possible, and profitable, to transplant workers from the factory bench to the school desk for a month.

In view of this success, the organizers of the labour college intend to make it a yearly institution and, later, a permanent one.

"The CCCL needs competent, disinterested leaders to act as apostles," Mr. Jolicoeur emphasized. "The purpose of the CCCL's labour college is to prepare such leaders."

Walter Reuther Elected President of CIO

Walter P. Reuther, 45, President of the United Automobile Workers of America, has been elected President of the Congress of Industrial Organizations to fill the post left vacant by the death November 9 of Philip Murray.

At the CIO convention in Atlantic City December 1 to 3, Mr. Reuther was chosen over Alan S. Haywood, who was re-elected Executive Vice-President of the CIO.

The convention also adopted unanimously a resolution calling for the suspension of all wage controls. Declaring that a comprehensive stabilization program did not exist and that less than half of the cost of living in the United States was under effective regulation, the delegates concluded that there was no justification for further maintaining wage stabilization.

The resolution also urged Congress to drop most price controls but to keep curbs on rents and raw materials still affected by defence production. A stand-by control program that could be put into operation whenever inflationary pressures required was proposed.

Another resolution called for more co-operation between the CIO and the AFL with an eventual merger of the two labour organizations if this could be arranged.

Principal speakers at the convention were Governor Adlai Stevenson of Illinois, who urged organized labour to act with greater future responsibility to the country; Secretary of Labour Maurice Tobin, who said that labour unity was imperative and who called for a quick merger of the CIO and AFL in order to present the incoming Republican administration with a solid union front; and A. R. Mosher, President of the Canadian Congress of Labour, who said that his organization in Canada was thinking more and more of social security on a national scale in spite of those who object to the welfare state. The CCL, he said, was co-operating with the CCF party in an effort to obtain a comprehensive national health service.

Mr. Reuther was born on September 1, 1907 in Wheeling, West Virginia, the son of a German immigrant. At 16 years of age he left high school and apprenticed himself to a toolmaker. Three years later he went to Detroit and became a skilled toolmaker. He studied at Wayne University and held the position of foreman at the Ford Motor Company.

In 1933 he went to Germany and from there to the Gorki automobile plant in Russia. After a period of 16 months training youths in the toolmaking trade, he travelled to India, Japan and other Asiatic countries, returning to Detroit in 1935.

He formed and became President of Local 174 of the UAW while working at the Ternstedt plant of General Motors. In 1936 he organized and won a sit-down strike at the Kelsey-Hayes wheel factory, for which action he was made head of the UAW's General Motors Division.

During the Second World War Mr. Reuther encouraged airplane production and supported the no-strike policy formulated in 1942. In that year he became a Vice-President of the UAW. Due to his activity in the 113-day auto strike in 1945, which resulted in the first post-war wage increase, he was elected President of the 1,300,000-member union.

Mr. Reuther is a supporter of organic unity between the AFL and the CIO.

"Most Generous" Pension Won by Winnipeg ILGWU

A pension plan in which employers bear the full cost has been established for about 1,200 workers in 15 clothing factories in Winnipeg. The agreement was negotiated by the International Ladies' Garment Workers' Union (AFL-TLC), whose representative termed it the most generous retirement scheme of its kind on the continent.

Workers will become eligible for retirement after only ten years in the industry. Retirement age will be 60 years for women and 65 for men. Pensions will amount to $50 per month for women and $60 per month for men. Employers will contribute two per cent of their total payrolls towards the pension fund which a special committee of manufacturers and union representatives will administer.

The contract, which contains other social security benefits and a wage increase, is effective for five years beginning January 1, 1953.

Manpower Advisory Body Studies Defence Needs

The National Advisory Council on Manpower, at a two-day meeting in December, closely examined the manpower situation as it affects the defence program, particularly the availability of skilled and highly-skilled manpower for the Armed Forces and defence production.

It also urged the Government to declare a national policy for the employment of older workers and to study the extension of unemployment insurance coverage to some types of farm workers.

The Council heard statements from, among others, Arthur MacNamara, Deputy Minister of Labour and Council Co-chairman; Ian Campbell, National Co-ordinator of Rehabilitation of Civilian Disabled; C. M. Drury, Deputy Minister of National Defence; T. N. Beaupre, Assistant Deputy Minister of Defence Production; George Blackburn, Director, Information Branch, Department of Labour; and W. W. Dawson, Director, Special Services Branch, Department of Labour.

The Deputy Minister of Labour, who, with R. G. Robertson, Assistant Secretary to the Cabinet, chaired the meeting, told the Council that measures were now being taken to strengthen Canada's skilled labour supply and in the light of some of the facts revealed, further work would be undertaken where necessary.

Federal-provincial vocational training plans are already in existence to train skilled workers. It was planned to broaden these schemes, with a possible lengthening of the period of training so that highly technical skills might be developed which require longer training than can be provided through ordinary short-term training plans. Emphasis would be placed on in-plant training with the assistance of industry generally and particularly defence plants.

The shortage of highly skilled technicians for some of the more complicated defence production processes came in for lengthy examination. The Council learned that because of the great advances in weapon and machine design since the Second World War, more and more technical skills were being demanded by both defence industry and the Armed Forces. Maintenance of the new equipment by the Armed Forces called for many new advanced skills, which exerted pressure on the existing supply of tradesmen. The Armed Forces and industry were developing training courses to meet their needs, aided where possible by federal-provincial vocational training programs.

It was reported that last year at this time, there were about 100,000 workers employed in the plants of prime contractors on defence production and a somewhat similar number by subcontractors or suppliers. During the past year, combined defence employment in these two groups had increased by roughly 50,000 or approximately 25 per cent.

It was now expected, on the basis of the current program, that the overall manpower requirements would not reach their maximum level until late 1953. It was likely that, by that time, an additional 20-25 thousand workers would be involved, most of this increase taking place in the aircraft, weapons, ammunition and electronics programs.

As an indication of the problem of finding skilled workers with particular usefulness for present defence industries, it was pointed out that mechanical tolerances were ten times as exacting as they were in Second World War production. Also new techniques were required to match the stresses of supersonic speeds.

The recommendation that the Government declare a national policy for the employment of older workers followed the presentation of a memorandum, "The Prob'em of the Older Worker", by Mr. Blackburn.

Mr. MacNamara told the Council the Department of Labour will study the question of extending unemployment insurance coverage to some types of farm workers. R. A. Stewart of the Canadian Federation of Agriculture had suggested that farm employees doing specialized work, mechanics, for example, might be insurable.

Mr. Campbell said progress is being made towards a federal-provincial program to place disabled persons in employment. Maj.-Gen. E. L. M. Burns, Deputy Minister of Veterans Affairs, reported that 90 per cent of war casualties had been rehabilitated and felt that the same percentage of civilian disabled could be placed in jobs.

Mr. Dawson told the Council there were no urgent demands for farm labour at the moment but that immigration of farm labour would again be necessary in 1953.

Final 1951 Census figures of occupation groups of Canada's labour force population by sex, counties or census divisions, both rural and urban, have been published by the Dominion Bureau of Statistics as Bulletin 4-3, 1951 Census series. Copies are obtainable from DBS at 40 cents each.

"Ban Strikes" Say MP, Farmers' Spokesman

Two Canadians have recently called for the banning of strikes as a method of settling labour-management disputes.

One is John Sinnott, Liberal Member of Parliament for Springfield, Man. Speaking in the House of Commons on the federal conciliation board's recommended railway wage increase, he said he intends to introduce a private bill to ask the Government to ban strikes for a two-year period.

The other is Roy C. Marler, President of the Alberta Federation of Agriculture. At the recent convention of the Federation's 65,000 members he called for a nation-wide plebiscite to determine public opinion regarding the settlement of disputes "by some reasonable and just method."

Addressing the delegates, he said: "I believe public opinion has concluded, as have many in the labour ranks, that strike action does not provide on a long-range basis a desirable way of settling disputes between management and labour."

Agreement Lacking, B.C. Herring Operations Closed

British Columbia's herring fleet will not operate this winter.

The members of the United Fishermen and Allied Workers' Union (TLC) have turned down a "final" offer of $5.50 per ton made by the B.C. Fisheries Association. The operators have, in turn, rejected a union proposal involving a labour price formula rather than the price-per-ton basis. The new proposal worked out to $6.80 per ton.

Before 88 per cent of the union's membership voted to reject the offer, the Fisheries Association had announced that if the offer was not accepted there would be no operations this winter.

Union Permitted to Sue For Dues Firm Deducted

Permission to prosecute a company for refusing to turn over union dues deducted from the wages of employees has been given to the United Steelworkers of America (CIO-CCL) by the Ontario Labour Relations Board.

The Wabi Iron Works, New Liskeard, took the position that it was not obliged to turn the dues over to the union after the expiry of the contract and until a new agreement was signed.

In applying for leave to prosecute, the union held the company had violated the Ontario Labour Relations Act, which provides that all terms of a collective agreement shall continue until after a conciliation board has reported on a dispute.

B.C. Carpenters Decline To Seek 6-hour Day

A proposal to seek a six-hour day and 30-hour week in 1953 was rejected at the tenth annual convention of the British Columbia provincial council of the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) in Vancouver recently.

The convention of 70 delegates, representing about 7,000 carpenters in 41 British Columbia locals of the union, endorsed the six-hour day "in principle" but recommended that the members ask a smaller reduction in work hours next year. Carpenters in the province now work a 40-hour week.

The convention also decided to seek more "fringe" benefits, including 4-per-cent holiday pay instead of the present 2-per-cent and pay for statutory holidays.

The three top officers were re-elected. They are: R. M. Strachan, President; J. F. Mobley, Vice-President; and E. T. Staley, Secretary.

Pension Plan Survives Firm's Reorganization

Pension plans incorporated in a union contract survive a reorganization of a company under the Bankruptcy Act, the United States District Court of Puerto Rico has held. The decision was handed down as a result of claims of railway employees against the dissolved American Railroad Company of Puerto Rico. The Court held that the successor company must assume all prior obligations of the original agreement.

The collective bargaining agreement reached between the railway employees and the dissolved company was "an executory contract never rejected by the Court". Thus, the Court ruled, the reorganized company must carry out the pensions provisions of the original collective bargaining contract to the full term. The Court dismissed the company claim that it should be responsible only for those employees who became eligible for pensions up to the time of the dissolution of the bankrupted company.

Sask. Equal Pay Act Comes into Effect

Provincial legislation granting women equal pay to men for comparable work in the same establishment came into effect on January 1, 1953, it was announced by the Saskatchewan government.

The equal pay act was approved at the 1952 session of the provincial Legislature (L.G., July, pp. 894 and 933).

British Civil Service Bid For Equal Pay Rejected

Equal pay for equal work for women in the Civil Service in Great Britain will not be fully introduced in the near future. However, the Chancellor of the Exchequer reaffirmed the Government's intention of making a start with the introduction of equal pay "when the situation permitted."

In receiving a deputation from the National Whitley Council of the Civil Service recently, the Chancellor undertook to give at an early date his considered view on the arrangements that might be made to introduce equal pay by gradual stages.

20 Locals Have Switched To AFL Textile Union

In the six months since George Baldanzi left the CIO Textile Workers' Union of America (L.G., June, 1952, p. 686) to join the AFL United Textile Workers of America, some 20 locals with almost 20,000 workers, mostly in the Southern and Middle Atlantic regions of the United States, have switched to the AFL, it has been reported. The secessionist movement in Canada, however, has apparently made few gains.

On September 17, the National Labour Relations Board in the United States ruled that the transfer of the Baldanzi group from the CIO to the AFL was a *bona fide* schism and that, as a result, an existing CIO contract in a large textile mill in North Carolina was not a bar to an election demanded by the AFL rival on a showing that employees involved had gone over to the AFL. This opened the way for other large gains by the UTWA in the Southern States.

Speaking at the CCL convention in Toronto last September, Emile Rieve, International President of the TWUA, said: "I am happy to report to you that the union-splitting movement has been a total failure. In Canada the issue has been decided in almost every local union—and the splitters have been decisively defeated time after time. In the United States, less than 2,500 members have left the organization; and while many contests are still pending, I doubt that the total will exceed 10,000 out of a membership of almost 400,000."

While defections in the United States have exceeded those predicted by Mr. Rieve, events in Canada are showing him to be correct with regard to this country.

In September Harold D'Aoust, Canadian director of the TWUA, reported that 18 out of 25 locals, comprising some 3,400 workers or better than 78 per cent of the membership in the Hamilton area, had voted to return to the CCL-CIO body.

In Ontario

In other Ontario towns, the AFL has lost nearly 1,000 members, 250 in Woodstock to the TWUA and the rest in Welland to the independent Canadian Textile Council. This appears to have practically ensured the failure of the AFL organization drive headed by Sam Baron and Jack Robinson, both former CIO officials who went to the AFL with the Baldanzi group last spring.

Immigrants in Montreal Get Vocational Training

Vocational training classes for immigrants opened at the Montreal Technical Institute this month. The first of their kind in Canada, the 40-hour lecture courses will be aimed at helping skilled workers and professionals to adapt themselves to Canadian life.

In making the announcement recently, Robert Hill, President of the Canadian Society for the Aid of Refugees, pointed out that many immigrants are former lawyers, diplomats and doctors who cannot meet Canadian professional standards. These people have leadership qualities and could make excellent foremen, supervisors and directors of work with a little vocational training.

The courses will cover language, health regulations and systems of measurement in both English and French and also make provision for young immigrants who want to learn a trade.

The new classes will increase to nearly 5,000 the number of new Canadians already studying in Montreal—mainly languages and citizenship. Officials expect this number to go up another 2,000 during the winter.

Immigrants in 10 Months Last Year Total 146,236

During October a total of 10,940 immigrants entered Canada, bringing the total for the first ten months of the year to 146,236. This compares with a total of 152,473 for the same period of 1951.

Skilled workers comprised the largest single group in the 4,974 workers who arrived, with a total of 1,244. Other major groups among the workers were 870 unskilled and semi-skilled, 764 female domestics, 748 professionals and 315 destined for Canadian farms.

The month's figures showed a continuation of the increase in immigration from Great Britain, with 3,856 English, Irish, Scottish and Welsh arriving in October of this year compared with 3,123 in the same month a year ago. Total arrivals from the United Kingdom in the ten months of this year now stand at 36,637, compared with 25,058 during the same ten months of 1951. Representing an increase of 46 per cent, the ten-month British arrivals are almost 5,300 in excess of the 12-month total of 1951.

Also exceeding the total 12-month figures of 1951 are the number of immigrants who have come to Canada from the United States and the number of Canadians who have returned to Canada from that country. In the ten months of this year, 7,904 United States immigrants have come to Canada and in the same period 4,104 Canadians have returned. During all of 1951 the total of United States immigration was 7,732 and of returning Canadians 3,635. October figures themselves showed 927 immigrants from the United States, an increase of 28 per cent over the 722 who arrived in the same month a year ago, and 311 returning Canadians, compared with 291 in October 1951.

While figures from the United Kingdom and the United States are up, the total immigration for the ten months is down four per cent or 6,177 from the total of the first ten months of 1951.

Technical English Taught Immigrants in Hamilton

A project designed to teach technical English to New Canadians who are qualified engineers and draftsmen is being conducted at the Canadian Westinghouse plant in Hamilton.

Under the direction of E. L. Lyons, the company's Supervisor of Instruction, 25 students representing 12 European countries are learning the English equivalents of technical terms and equipment they are already familiar with. All are seeking membership in the Association of Professional Engineers in Ontario, a qualification necessary before any one may practise as an engineer.

Besides studying technical terms, taught by means of blackboard diagrams and a Westinghouse booklet, the students are making rapid progress in conversational English.

675,423 Receive Pension At End of October

The number of persons receiving old age security payments in Canada stood at 675,423 at the end of October. This total is about 95 per cent of all persons in Canada 70 years of age or older.

More than 6,100 persons received the $40 payment for the first time in October. Of this number more than 1,000 could have been paid last January when the program began if they had sent in their applications in time. Payments are not retroactive.

The number of persons in Canada receiving assistance under the Old Age Assistance Act at September 30, 1952, was 81,016.

The federal Government's contributions under the Federal-Provincial scheme from January 1, 1952, when the Act came into operation, to September 30, 1952, totalled $11,701,580.01.

The number of blind persons in Canada receiving allowances under The Blind Persons Act was 8,313 at September 30, 1952.

The federal Government's contributions under the Federal-Provincial scheme from January 1, 1952, when the Act came into operation, to September 30, 1952, totalled $2,224,432.08.

Name New Members to Sask. Apprentice Board

The membership of the Provincial Apprenticeship Board of Saskatchewan has been changed. The new members are D. P. Logan of Yorkton and A. J. Rankin of Moose Jaw, representing employers; William Simpson of Regina and F. Turcotte of Saskatoon, representing workers; W. A. Ross of Regina and A. E. Peacock of Moose Jaw, representing the Department of Education; and J. S. Dornan of Regina, representing the Department of Labour. Mr. Dornan will be Chairman of the Board.

Four Provinces Require Apprentices to Register

In four of the seven provinces in which federal-provincial agreements are in effect, registration of apprentices in designated trades is compulsory. All seven provinces require apprentices to attend day or evening classes. This was learned through an inquiry, made by the Training Branch of the Department of Labour, concerning compulsory legislation in the various provinces and the efforts made to enforce registration and school attendance.

Reporting on the findings to the Apprenticeship Training Advisory Committee, at whose request the inquiry was made, A. W. Crawford, Director of Training, said it was found that compulsory registration is fairly well enforced in designated apprenticeship trades controlled by Tradesmen's Qualification Acts but that the registration of apprentices in other designated trades is difficult to enforce. With one or two exceptions, the small numbers of registered apprentices in the various trades in each province, he said, indicate that many learners who should be indentured and registered are not receiving the benefits of such legislation.

Reluctant to Prosecute

From the information received, school attendance does not appear to be better enforced in the provinces which have compulsory legislation than in those provinces where such attendance is a condition of the apprenticeship contract, but is not controlled by law. Apprenticeship officials are reluctant to prosecute employers or apprentices in cases of known violation of the law.

The emphasis in all provinces, Mr. Crawford gathered, is on voluntary co-operation rather than on compulsory legislation. Where an earnest effort is made to provide suitable effective trade instruction in day classes, there is a growing tendency on the part of employers and apprentices to take advantage of such instruction.

In some provinces, he continued, certificates are issued despite failure to comply with the regulations governing school attendance, particularly in cases where provision for such instruction is inadequate. A few provinces refuse to issue certificates if the apprentice does not regularly attend classes, unless his absence was for good reason approved by the provincial authorities and he is able to pass a trade test on completion of the training program.

Replies to the inquiry received from the various provinces are summarized as follows:—

New Brunswick—There is no legislation which requires an employer to indenture an employee in any trade. The Health Act requires that before writing examinations for a plumbing licence the candidate shall have been indentured as an apprentice. Plumbing employers are required under this Act to register all helpers.

The Apprenticeship Act or standards of the province call for at least 144 hours of related class instruction for each year of the apprenticeship period. An effort is made to enforce this requirement where instruction is available through full-time day training classes or part-time day and evening classes. Some contracts have been cancelled for failure to attend such classes. Where no such instruction is available, the apprentice is required to pass an examination in trade theory before receiving his certificate.

Ontario—Employers are required to register apprentices in all designated trades and regulations provide for compulsory school attendance. Enforcement has not been strict but recently the Advisory Committee decided to do everything possible to see that apprentices attend classes, and no diploma is to be issued to any apprentice at the conclusion of the training period if he has not fully attended day classes in accordance with the regulations.

Manitoba—Manitoba legislation provides for compulsory registration and school attendance. One employer was prosecuted and fined $10 and costs for failure to comply with the Act. Apprentices who fail to attend classes forfeit remuneration for the period of such non-attendance and the contract may be cancelled if the apprentice fails to attend without reasonable excuse. School attendance depends largely on the attitude of the employer.

Saskatchewan—Saskatchewan has no compulsory apprenticeship legislation. All apprentices are indentured on a voluntary basis. The apprenticeship contract requires attendance at school when so directed by the Apprenticeship Director. Recently a few contracts have been cancelled for refusal to attend classes. No apprentice has been held back for non-attendance at classes. The continuing improvement of training facilities is changing the attitude of employers and improving school attendance.

Alberta—The Act and regulations of Alberta require that every person over 16 years of age receiving instruction in a

designated trade must be registered as an apprentice. Seven trades require certification under the Tradesmen's Qualification Act. The building trades are not so regulated and any person receiving journeyman rate is deemed to be a qualified tradesman.

Attendance at day classes is compulsory and a real effort is being made to enforce such attendance. The Apprenticeship Board has ruled that apprentices who do not attend classes as notified shall be frozen in their apprenticeship, at the date of the closing of the class which they were notified to attend. Notice of class opening is mailed two weeks in advance.

British Columbia—The British Columbia Act requires that an employer shall place every minor employed by him in a designated trade under contract of apprenticeship, subject to penalty for non-compliance. As in other provinces, enforcement is effected through field inspectors. Apprenticeship regulations require attendance at evening classes and it is estimated that where such classes are available, approximately 95 per cent of the apprentices attend. Correspondence courses are made available to apprentices in isolated areas. Apprenticeship certificate is withheld from apprentices who refuse to attend available classes.

The National Conference on Apprenticeship in Trades and Industries, at its meeting in May 1952, recommended "that action be taken by the provinces to ensure that apprentices report for class instruction as and when notified to do so by the Director of Apprenticeship, unless the apprentice can satisfy the appropriate provincial body that he has mastered the standard skills and knowledge, at the level at which instruction is being given" (L.G., July 1952, p. 877). The recommendation was referred to the Apprenticeship Training Advisory Committee for action.

Quebec Superior Labour Council Elects Officers

Paul Lebel of Quebec has been re-elected President of the Quebec Superior Council of Labour.

Mortimer Baker of Dominion Engineering Company, Lachine, Que., and Roger Provost, President of the Quebec Provincial Federation of Labour (TLC), were elected Vice-Presidents. J. P. Deslierres was re-elected Secretary.

Mr. Baker was also elected President of the Council's permanent committee set up to study the province's labour law with a view of drawing up a labour code. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, and Léonce Girard, President of the Party Committee of the Shoe Industry, were elected Vice-Presidents.

Members of the permanent committee are:—

For Labour: Philippe Vaillancourt, Regional Director of the Canadian Congress of Labour, and Jean Marchand, Secretary-General of the CCCL.

For employers: J. A. Juneau, of Quebec, representing the Retail Merchants Association; H. M. Sparks, Manager of the Industrial Relations Department of Northern Electric Company; and Jack Latter, of Anglo-Canadian Pulp and Paper Company.

Representing economists and sociologists are Henri Ferron, of Three Rivers, an accountant, and Prof. H. D. Woods, Director of the Industrial Relations Council at McGill University.

Technical Aid Answer to "Discontent"—Keenleyside

Technical and economic aid is the solution to the problem of the "determined discontent" that is sweeping over two-thirds of the people of the world, according to Hugh Keenleyside, Director General of the United Nations Technical Assistance Administration. He made the statement in an article in the December 6 issue of *Saturday Night*.

Technical Assistance, states Mr. Keenleyside, is a program of mutual aid designed to enable the "fermenting and revolutionary areas of the world" to revitalize the basic elements of their national economies and become self-supporting.

Today, according to the article, more than half the people in the world are illiterate. Half the people in the world are ill and expect to die before reaching the age of 35 years. Half the people in the world have an income of less than $100 a year. Most of the people in the world are hungry most of the time.

Among the many needs of these people Mr. Keenleyside mentions simple, practical help in producing more food, the clearing of malarial swamps, the division of land, help in finding markets, increased production in all its aspects, and the elements of political decency in practice.

The Colombo Plan of the Commonwealth countries, the Point Four or Mutual Agency program of the United States, and the many programs of the United Nations and the Specialized Agencies are already attempting these forms of assistance.

Predicts Production Will Double in Next 25 Years

Canada's national production may more than double in the next 25 years, according to Dr. O. J. Firestone, Economic Adviser to the Department of Trade and Commerce, in a recent address delivered to the Engineering Institute of Canada. Dr. Firestone estimated that the Canadian population would rise to more than 23,000,000 in the same period.

The increased production of aluminium, zinc, nickel, copper and asbestos was cited by Dr. Firestone, who also pointed out that a strong economy was based on expanding consumer purchasing power, bigger exports and increased investments in the economy.

Most Industries Enlarge Work Force in Decade

More persons 14 years of age and over were employed in 1951 than a decade earlier in each of the 11 main classes of Canadian industry except agriculture and fishing and trapping, the Bureau of Statistics has reported in a 1951 Census bulletin detailing the labour force population by industry and sex for Canada and the provinces.

The number of persons employed in agriculture dropped by 255,044, or nearly 24 per cent from 1,082,074 in 1941, to 827,030, while the number of those engaged in fishing and trapping was down slightly from 50,898 to 50,579.

Largest numerical increase in the 10-year period was in the number of persons employed in manufacturing, which increased by 391,147 or over 40 per cent from 969,515 to 1,360,662. Second largest gain was in the services group, which rose by 283,891 or nearly 36 per cent from 793,574 to 1,077,465, while the third largest was in the number of persons in trade, which rose by 241,806 or 52 per cent from 464,962 to 706,768.

The total labour force increased by 1,090,202 or almost 26 per cent during the decade from 4,195,951 (excluding the Armed Services) in the nine provinces in 1941 to 5,286,153 in the 10 provinces in 1951. At the same time the total population rose by about 22 per cent.

Largest percentage increase between 1941 and 1951 was in the number of persons employed in the electricity, gas and water industry class, which rose by 36,208 or over 141 per cent from 25,606 to 61,814. The number engaged in finance, insurance and real estate increased by 54,315 or nearly 61 per cent from 89,680 to 143,995, while the number employed in construction rose by 130,675 or more than 59 per cent from 220,221 to 350,896.

During the decade the number employed in transportation, storage and communication increased by 136,117 or 51 per cent from 266,590 to 402,707, the number engaged in forestry and logging by 36,036 or more than 38 per cent from 93,796 to 129,832, and the number employed in mining, quarrying and oil wells by 10,808 or close to 12 per cent from 93,040 to 103,848.

Between 1941 and 1951 the proportion of the total labour force employed in agriculture dropped from close to 26 per cent to less than 16 per cent, while the proportion employed in manufacturing increased from 23 per cent to almost 26 per cent. The proportion in the service class rose from almost 19 per cent to more than 20 per cent; in trade, from 11 per cent to more than 13 per cent; in transportation, storage and communication, from more than six per cent to close to eight per cent; in construction, from more than five per cent to almost seven per cent; in finance, insurance and real estate, from two per cent to nearly three per cent; and in forestry and logging, from 2·2 per cent to 2·45 per cent. In 1951, employment in mining, quarrying and oil wells accounted for about two per cent of the total labour force; the electricity, gas and water class for a little more than one per cent; and fishing and trapping for about one per cent.

Montreal Fire Fighters Set up Health Scheme

The Montreal local of the International Association of Fire Fighters (AFL-TLC) has established a health co-operative to protect its members in case of illness or hospitalization. It is the second incursion of the Montreal fire fighters in the field of co-operatives. In 1945, they founded a savings bank whose assets now total more than one million dollars.

The new health co-operative, founded in July under the Co-operative Syndicates Act of the Province of Quebec, has been in operation since November 1.

To become a member, a fireman must purchase a $1 share and pay a monthly contribution of $1.50 for single men and $4.90 for family groups. In the case of a family, all children under 18 years of age are covered.

Some 1,000 fire fighters have already joined.

Workmen's Compensation For Civil Defence Staffs

Cost of extending full benefits of the provincial Workmen's Compensation Act to Ontario's civil defence workers is to be shared equally by the federal and provincial Governments, it was disclosed in Ottawa in a joint statement by Hon. Paul Martin, federal Minister in charge of civil defence, and Hon. G. Arthur Welsh, Ontario's Provincial Secretary.

Mr. Martin noted that this agreement is the first such joint undertaking arising from Ottawa's offer to share costs of compensation which the provinces might agree to pay to anyone killed or injured while serving in official civil defence organizations.

Mr. Martin said that the Ontario agreement covers persons training for, as well as actually engaged in, civil defence work. This is defined as "all measures, other than military, carried out under the direction of the provincial director of civil defence or any local civil defence authority, designed or intended to protect and preserve life, property and public services against any form of enemy attack and to minimize damage therefrom, and includes training."

It is specified that any person duly enrolled and registered with the provincial director of civil defence qualifies for compensation while actually engaged in civil defence work.

Seek Greater Uniformity In Apprentice Training

With a view to bringing about more uniformity in apprenticeship standards, the Apprenticeship Training Advisory Committee, at its November meeting, recommended that surveys of the machinist, carpentry, aircraft fitter mechanics, and motor mechanics trades be undertaken by the Vocational Training Branch of the federal Department of Labour.

Greater uniformity in apprentice training, the Committee agreed, would do much to facilitate the exchange of trainees and mechanics within industry.

Anti-Discrimination Law In N.Y. is Reviewed

A review of the Ives-Quinn Law of the state of New York, which bars racial and religious discrimination in employment, is contained in the October issue of the *Industrial Bulletin* published by the state's Department of Labour.

The author, Hon. Irving M. Ives, United States Senator, was one of the framers of the bill which became law in 1945.

The Ives-Quinn Law, according to Mr. Ives, was the first in human history to make the flat declaration that: "The opportunity to obtain employment without discrimination because of race, creed, colour or national origin is hereby recognized as and declared to be a civil right."

On the U.S. Labour Scene

David J. McDonald Named New Steelworkers' Chief

David J. McDonald, International Secretary-Treasurer of the United Steelworkers of America (CIO) since its founding, has been nominated without opposition to succeed the late Philip Murray as President of the 1,100,000-member union.

The nomination assures Mr. McDonald of election for a four-year term in the union's referendum February 10.

Mr. McDonald was born on November 22, 1902, in Pittsburgh. He began working at an early age and rose to the position of secretary to Philip Murray when the latter was a Vice-President of the United Mine Workers of America. He remained with Mr. Murray when the steel union was formed in 1936.

Official Recommends End To U.S. Price Controls

Complete suspension within 90 days of price controls on all consumer goods, including foods and excepting only petroleum, was suggested recently in a confidential memorandum to Economic Stabilizer Roger L. Putnam, according to Oscar E. Naumann writing in the New York *Journal of Commerce*. All wage controls should be dropped during this period, the document further suggests.

The memorandum, written by Edward F. Phelps, Jr., Assistant Director of Price Stabilization, proposes a new principle of controls for certain basic materials and industrial goods which are directly related to the defence effort and to business costs. These include most primary steel, some

non-ferrous metals, certain types of machinery, sulphur and fertilizers, synthetic rubber, some hardwoods, crude oil and natural gas, surgical instruments and office, kitchen and hospital equipment.

"Controls Not Justified"

The memorandum suggests that "in the case of consumer goods and services, including food, it is substantially evident that price controls are not presently producing anti-inflationary results sufficient to justify their continuing use."

With regard to wage controls, the memo states that "a strong mediation service will be more apropos than a wage stabilization function."

AFL Ready to Settle for Taft-Hartley Amendment

The AFL is now ready to settle for amendment rather than repeal of the Taft-Hartley Act, George Meany, the Federation's president, said in a radio talk recently.

Conceding that the Republican victory in the United States elections had more or less halted the drive by organized labour for repeal, Mr. Meany said the AFL objective now was to obtain amendments that would make the Taft-Hartley law acceptable to labour.

U.S. Unemployment Drops To New Post-War Low

Unemployment in the United States dropped to a new post-war low in October.

For the week ending October 11, it was estimated that 1·3 million persons were out-of-work, compared with 1·4 million the previous month and 1·6 million for October 1951. This October's unemployed constituted about two per cent of the total labour force, one of the lowest percentages on record except during the Second World War.

One in Every 12 Persons In U.S. Aged Over 65

About one in every 12 persons in the continental United States was 65 years of age or over on July 1, 1951, according to the Bureau of the Census. Fifty years ago, only one in every 25 was 65 years or over.

In April 1950, when the 17th Census was taken, there were 12,269,538 persons in the 65-years-and-over category. In April 1940, when the 16th Census was taken, there were 9,019,314 persons 65 years of age and over.

While the total population increased by about 16·5 per cent in the 11-year period between April 1940, and July 1951, the 65-and-over group increased by about 41·5 per cent, about two-and-a-half times as fast.

Employment Improves In Major U.S. Markets

Most metropolitan labour markets in the United States are currently being reclassified upwards from areas with moderate labour surpluses to areas with a balanced labour supply. General improvement in employment and in economic conditions is given credit for the upgrading.

According to Maurice Tobin, Secretary of Labour, a favourable economic climate prevails in most big cities. Taking the city of Detroit as an example, Mr. Tobin said:—

"A year ago unemployment in Detroit was mounting rapidly as a result of cutbacks in materials for the auto industry. At that time it became a labour surplus area; but now, with unemployment nearing post-war lows, there appears to be an impending labour shortage in Detroit rather than a possibility of any labour surplus."

Builders' Wage Scales Up 1.3 Per Cent in Quarter

Wage scales of union workers in the building construction industry advanced 1·3 per cent between July 1, 1952, and October 1, 1952, compared with a rise of ·7 per cent in the corresponding period of 1951.

These figures resulted from a survey by the Bureau of Labour Statistics, United States Department of Labour, of seven major building trades in 85 cities. About one-fifth of the 585,000 building trades workers in the country were covered in the survey.

The Bureau's estimate of the average hourly wage scale of unionized building trades workers on October 1, 1952, was $2.60, a rate 31 cents an hour above the level of July 3, 1950, and 39 cents above that of January 3, 1950.

The following were the range of rates for the main crafts in the building trades at October 1, 1952: bricklayers, $2.50 to $3.65; carpenters, $2.16 to $3.45; painters,

$1.65 to $2.83; plasterers, $2.25 to $3.65; plumbers, $2.19 to $3.25; and building labourers, 90 cents to $2.56.

The spread between the minimums and the maximums for each craft largely results from the wage differentials existing between the north and the south.

Step Up Enforcement of Non-Communist Provision

Two recent developments indicate an increased interest by the National Labour Relations Board in the enforcement of the provision in the Taft-Hartley Act requiring union officials to sign non-Communist affidavits. Since passage of the Act five years ago, the Government had previously made little effort to prosecute for violations of this provision.

The NLRB has withdrawn its recognition for one local union and threatened the same penalty for four others and has said it will study a statement by the federal Grand Jury in New York requesting the removal of collective bargaining rights from four international unions.

Both developments follow closely the first conviction registered against a union officer for filing a false non-Communist affidavit. A United States District Court recently convicted Anthony Valentino, business agent for several unions in Newark, N.J., on this charge.

Three of the unions served by Mr. Valentino were locals of the Food and Tobacco Workers Union, one of the 11 unions expelled several years ago by the CIO for following the Communist Party line. Another was a local of the United Packinghouse Workers of America (CIO).

The New York Grand Jury requested removal of collective bargaining rights from the United Electrical, Radio and Machine Workers of America; the American Communications Association, the Fur and Leather Workers Union; and the Distributive, Processing and Office Workers Union. The first three are former CIO affiliates; the fourth, a new composite union of several expelled CIO affiliates.

Under the Taft-Hartley Act, an officer of a labour union must file with the NLRB his sworn statement that he is not a member of the Communist Party and that he does not support any organization that believes in the overthrow of the Government by unconstitutional methods.

Extracts from Hansard of Interest to Labour

Voluntary Revocable Check-off

November 24

Mr. Stanley Knowles (Winnipeg North Centre) moved for leave to introduce Bill No. 2, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Motion agreed to and bill read the first time.

Fair Employment Practices

November 24

Mrs. Ellen L. Fairclough (Hamilton West) moved for leave to introduce Bill No. 4, to promote fair employment practices in Canada.

Motion agreed to and bill read the first time.

Old Age Pensions

November 24

Mr. Stanley Knowles (Winnipeg North Centre): Can the Prime Minister say when the former Old Age Pensions Act will be repealed so that provinces like Manitoba, which are pressing needy pensioners to make repayment and which are still making recoveries out of the estates of deceased pensioners, can discontinue this practice?

Right Hon. L. S. St. Laurent (Prime Minister): The matter of repealing the Old Age Pensions Act is one about which there is correspondence between this Government and the provincial governments. As that correspondence is being conducted on our behalf by the Department of National Health and Welfare, perhaps the parliamentary assistant would be able to tell the hon. gentleman just what stage it has reached at this time.

Mr. E. A. McCusker (Parliamentary Assistant to the Minister of National Health and Welfare): It is the intention of the Government to proclaim the repeal of the Old Age Pensions Act as soon as there is agreement from the provinces which co-sponsored this Act that this should be done. Not all of the provinces have yet agreed on the desirability of repeal at this time, but it is hoped that agreement will be reached shortly so that the necessary proclamation can be made.

Civil Service 5-Day Week

December 1

Mr. Stanley Knowles (Winnipeg North Centre): Will Winnipeg be included with Montreal, Toronto and Vancouver as a city where the year round five-day week will be established for certain branches of the Civil Service according to the letter from the Minister of Finance which was tabled in this house on Friday?

Hon. Stuart S. Garson (Acting Minister of Finance): At the present time the Treasury Board does not contemplate the extension of the five-day week to government employees in Winnipeg. The advice received by the officers of the Board's staff from the Civil Service Commission is to the effect that the five-day week is not sufficiently predominant among private employers and employees in Winnipeg that it is necessary to extend it to the government staffs in that city.

Printing of Canada Savings Bonds

December 3

Mr. Howard Meeker (Waterloo South): Is the Acting Minister of Finance aware of the fact that job printing work in connection with the recent Canada savings bond issue was done in the United States? Why was this, and can the minister assure this house that Canadian printers will be given an opportunity to do this work in the future?

December 4

Hon. Stuart S. Garson (Acting Minister of Finance). The answer is as follows: It is not true, as the hon. member's question states, that job printing work in connection with the recent Canada savings bond issue was done in the United States. As part of their sales promotion program the payroll savings organization in Ontario purchased bulletin blanks from a firm in Stamford, Connecticut. These bulletin blanks were not printed to order and do not constitute job printing. Six thousand four hundred and fifty of these blanks were purchased at a cost of $206.99. To have charged the art work and lithographing plates against an order of this size in Canada would have cost many times more than this figure.

Approximately $102,000 has been spent for printing forms and publicity material for the seventh series of Canada savings bonds, all of which, with the exception of the bulletin blanks, has been spent in Canada, so that the cost of these blanks represents about 1/500th part of the total amount expended.

National Advisory Council on Manpower

December 11

Mr. Howard C. Green (Vancouver-Quadra): I should like to ask the parliamentary assistant to the Minister of Labour if there have been any resignations from the National Advisory Council on Manpower. If so, what members have resigned, and will a statement be made in regard thereto?

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, I wish to thank my hon. friend for having given me notice of his question. Two resignations have been received by the Council, one from one of the two lady members representing the women of Canada, Mrs. de la Durantaye. She has been replaced by Mrs. Flore Jutras, Montreal. The other resignation was received from Mr. Rhys M. Sale, President of the Ford Motor Company, one of the representatives of employers. I am not aware that he has been replaced yet.

Employment Age Limit

December 11

Mr. J. W. Noseworthy (York South): I should like to direct a question to the Minister of Defence Production. It arises out of an advertisement in the Toronto *Telegram* by Canadian Arsenals Limited, a copy of which I have sent to the Minister. Will the Minister, in the light of the Department of Labour's request to private enterprise to hire people over 45, explain why Canadian Arsenals Limited, a crown company, is setting an age limit of 35 years for new employees?

Right Hon. C. D. Howe (Minister of Defence Production): I must say that when I read the advertisement I was as shocked as was my hon. friend. I have made inquiries. No good reason has been advanced for specifying an age limit except that the aptitude of people under 35 for this particular kind of work seems to be better than that of people over that age. I have given instructions that employment shall be given on the basis of adaptability without discrimination as to age.

Merchant Seamen Compensation Act

December 15

Hon. Alphonse Fournier (for the Minister of Labour) moved the first reading of Bill No. 46 (from the Senate), to amend the Merchant Seamen Compensation Act.

Motion agreed to and bill read the first time.

Organization of White-Collar Workers in Canadian Manufacturing Industries

Almost 10 per cent of white-collar workers in Canadian manufacturing industries surveyed by Department of Labour in October, 1951, were in collective bargaining units and covered by collective agreements

The history of labour unions in the Canadian manufacturing industries has been almost entirely linked with craftsmen and plant workers. Only in the past decade have significant numbers of office workers become organized; unions having jurisdiction solely over office workers have been formed and a number of the unions which previously drew their membership from among non-office employees are now taking white-collar workers into membership.

Union organization among office workers has now reached proportions of some significance, as evidenced by the increasing number of such workers covered by collective agreements. Close to 10 per cent of the white-collar workers in the Canadian manufacturing industries surveyed by the Department of Labour in October 1951, are included in collective bargaining units and covered by agreements. While this percentage is small in comparison with the almost 50 per cent of plant workers in manufacturing found to be under collective agreements in the same survey, it represents a substantial advance in the last decade.

The slowness of office workers to organize, in comparison with plant workers, can be attributed to a number of factors, most of which are not peculiar to manufacturing but apply to industry generally.

Fifty years ago, office workers generally commanded substantially better working conditions than production employees. Clerical staffs were small and, as a rule, closely associated with management, a situation which not only contributed to better working conditions for the white-collar group but made them feel more closely identified with management than with labour.

Developments of the past half century, however, have changed the conditions of office work. As industrial units have expanded, office staffs have grown larger and many clerical jobs have become routine and mechanical in nature. At the same time, non-office workers have made rapid gains in employment conditions, and many of the advantages formerly associated with office employees now apply equally to plant workers. During the past 10 or 15 years, clerical employees have undoubtedly become more receptive than previously to unionization.

This study of office worker unions, prepared by the Economics and Research Branch, Department of Labour, applies to the manufacturing industries of Canada. A study of organization of white-collar workers in other industries will be issued and an analysis of their collective agreements made at a later date, it is hoped.

One obstacle to the unionization of white-collar workers is the high proportion of women doing office work. Since many women regard their employment as temporary, they often show little response to the long-range goals of unions. A survey of manufacturing establishments conducted by the Dominion Bureau of Statistics in the last week of October 1951, shows that, whereas only 21 per cent of the hourly-rated wage earners were women, the proportion of female office workers was 42 per cent (excluding managerial and professional employees).

The unionization of office workers is still at an early stage. It appears, however, that the success so far attained will bring about increased organizing activity among office workers in the future.

Type of Union Representing Office Workers

In the annual survey of wages and working conditions by the Economics and Research Branch, it was found that, as of October 1, 1951, 174 of the 6,500 manufacturing establishments surveyed reported the existence of collective agreements covering office staffs. These agreements applied to nearly 14,000 of the 156,000 office workers included in the survey.

Most of the office workers under agreement were organized in bargaining units separate from the plant workers' unit.

However, these units were frequently part of the same union that represented the plant employees. For example, the United Automobile Workers represents both plant and office workers of the Ford Company of Canada at Windsor. But these two groups are organized in separate locals and the union has signed a separate collective agreement for each.

As shown in Table 1, production worker unions in manufacturing have negotiated 36 agreements, applying to more than 6,000 office workers.

Unions made up wholly of office and clerical workers, on the other hand, have signed 39 agreements, but these apply to less than half as many workers.

Of the office worker unions, the International Union of Office Employees (AFL-TLC) has signed the most agreements (33). The Office and Professional Workers Organizing Committee (CCL) had not at the time of the survey any contracts in the manufacturing industries. Its membership is chiefly among clerical employees of union offices. The remaining six agreements in manufacturing negotiated by office worker unions were signed by the American Newspaper Guild (CIO-CCL). These six agreements cover relatively large groups of workers.

Some production worker unions have lumped together into a single bargaining unit both production and office employees. Where such "mixed" bargaining units exist, grouping office and non-office personnel, plant workers far outnumber office workers. The latter comprise small office staffs or employees working at such jobs as time keepers or equipment clerks in the plants. The 1,100 office workers belonging to "mixed" bargaining units are scattered through 76 establishments, or 44 per cent of the total number of establishments in

TABLE 1.—OFFICE WORKERS UNDER AGREEMENT—BY UNION

Number of establishments in which office workers are organized and number of office workers in the bargaining units

Manufacturing Industries of Canada—1951

Union	Number of Office Establishments	Number of Office Workers in the Bargaining Units
OFFICE WORKER BARGAINING UNITS—		
Office Worker Unions—		
International Union of Office Employees, AFL—TLC	33	1,668
American Newspaper Guild, CIO—CCL	6	1,225
Total—Office Worker Unions	39	2,893
Production Worker Unions—		
International Association of Machinists, AFL—TLC	3	2,354
International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, CIO—CCL	9	1,540
United Steel Workers of America, CIO—CCL	5	761
International Union of Electrical, Radio and Machine Workers, CIO—CCL	2	687
United Mine Workers of America, CCL	5	180
International Union of United Rubber, Cork, Linoleum and Plastic Workers of America, CIO—CCL	2	162
National Federation of Pulp and Paper Workers Inc., CCCL	5	144
The Outboard Marine Workers, CCL	1	73
United Gas, Coke and Chemical Workers of America, CIO—CCL	1	65
United Fishermen and Allied Workers' Union, AFL—TLC	1	22
International Brotherhood of Pulp, Sulphite and Paper Mill Workers, AFL—TLC	1	21
United Electrical, Radio and Machine Workers of America—Independent	1	18
Total—Production Worker Unions	36	6,027
Employees Associations	23	3,822
MIXED PLANT AND OFFICE WORKER BARGAINING UNITS	76	1,138
Total—All Unions	174	13,880

which white-collar workers are organized; but they constitute only eight per cent of the total number of office workers covered by collective agreements.

In addition to the unions active in the white-collar field, there are a number of independent employee associations. Here, again, the two categories of employees, office and non-office, may or may not bargain together. For the most part, these employee associations are found in electrical apparatus and supplies manufacturing establishments in the province of Quebec.

Of the total of 14,000 office workers covered by agreement, approximately 45 per cent are in office units established by production worker unions, 25 per cent are in units organized by employee associations, 20 per cent are under agreements made with office worker unions, and less than 10 per cent are under mixed bargaining agreements covering both office workers and plant workers.

Two unions, the United Auto Workers (CIO-CCL) and the International Association of Machinists (AFL-TLC), account for more than half of the number of office workers covered by production worker unions. One local of the UAW represents about 1,000 office workers while one local of the IAM bargains for approximately 2,000 office workers.

Geographical Distribution

All provinces, except Prince Edward Island, have unionized office workers. However, almost 90 per cent of the total number of office workers covered by collective agreements are concentrated in Ontario and Quebec. The former province accounts for about 60 per cent of organized office workers; Quebec, 30 per cent; British Columbia, 6 per cent; Newfoundland, 3 per cent; the remaining provinces make up the other one per cent.

So far, the organization work of production worker unions among office employees has been almost exclusively in Ontario, this province accounting for about 95 per cent of the workers covered by this type of union. In contrast, approximately 80 per cent of the office workers represented by employee associations are located in Quebec, while 15 per cent are in Ontario. Almost half of the office worker unions' coverage is in Ontario, the rest being as follows: British Columbia (23 per cent), Quebec (14 per cent), Newfoundland (14 per cent), New Brunswick (3 per cent), and Manitoba (1 per cent).

Industrial Distribution

Of the total number of office workers covered by agreements in the manufacturing industries, 26 per cent work in the transportation equipment industry and 25 per cent in the electrical apparatus and supplies industry (see Table 3). The printing, publishing and allied industries have 13 per cent of the organized white-collar workers; paper products, 12 per cent; iron and steel products, 11 per cent; and chemical products, four per cent. The remaining nine per cent are distributed among the following manufacturing industries: foods and beverages, rubber, leather, textiles, clothing, wood, non-ferrous metal, non-metallic mineral products, and petroleum and coal products.

Approximately 85 per cent of the total number of organized office workers in the trasportation equipment industry are in two large bargaining units, both in Ontario. Office workers at these two establishments are represented by the United Automobile Workers (CIO-CCL) and the International Association of Machinists (AFL-TLC) respectively. One is an automobile manufacturing plant, the other an aircraft plant.

In the electrical apparatus and supplies industry, about 80 per cent of the office workers covered by collective agreements are represented by large employee associations of Quebec firms. Nearly all of the remaining 20 per cent are included under agreements signed by the International Union of Electrical Workers (CIO-CCL) and are located at two Ontario plants. The office workers of three newspaper publishing companies, one in Ontario and two in British Columbia, making up almost 60 per cent of the total in the printing, publishing and allied industries, are represented by the American Newspaper Guild (CIO-CCL).

Most of the organized office personnel in the iron and steel industry are in three Ontario plants manufacturing agricultural implements; they are represented by the United Steel Workers (CIO-CCL).

The membership of the Office Employees' International Union (AFL-TLC) is concentrated largely in the pulp and paper industry, a good proportion of whose office personnel is now organized. While only 12 per cent of all office personnel covered by union agreements are employed in the pulp and paper industry, there are more office worker bargaining units in this industry than in any other in the manufacturing group.

TABLE 2.—OFFICE WORKERS UNDER AGREEMENT—BY PROVINCE

Number of establishments in which office workers are organized and number of office workers in the bargaining units

Manufacturing Industries of Canada—1951

Province	Total		Office Worker Bargaining Units						Mixed Plant and Office Worker Bargaining Units	
			Office Worker Unions		Production Worker Unions		Employee Associations			
	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units
Newfoundland	5	394	2	380	.....	.....	.....	.....	3	14
Prince Edward Island	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nova Scotia	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Brunswick	3	117	2	104	.....	.....	.....	.....	1	13
Quebec	58	4,231	8	395	7	278	18	3,252	25	306
Ontario	69	8,155	23	1,327	28	5,727	5	570	13	531
Manitoba	2	36	1	34	.....	.....	.....	.....	1	2
Saskatchewan	14	73	.....	.....	.....	.....	.....	.....	14	73
Alberta	2	10	.....	.....	.....	.....	.....	.....	2	10
British Columbia	21	864	3	653	1	22	.....	.....	17	189

TABLE 3.—OFFICE WORKERS UNDER AGREEMENT—BY INDUSTRY

Number of establishments in which office workers are organized and number of office workers in the bargaining units

Manufacturing Industries of Canada—1951

Manufacturing Industries	Total		Office Worker Bargaining Units						Mixed Plant and Office Worker Bargaining Units	
			Office Worker Unions		Production Worker Unions		Employee Associations			
	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units	Number of Establishments	Number of Office Workers in the Bargaining Units
Food and Beverages	23	187	6	102	1	22	.....	.....	16	63
Rubber Products	2	162	.....	.....	2	162	.....	.....	.....	.....
Leather Products	6	66	.....	.....	.....	.....	.....	.....	6	66
Paper Products	33	1,627	22	1,292	6	165	2	130	3	40
Printing, Publishing and Allied Industries	26	1,859	6	1,225	.....	.....	7	157	13	477
Textile Products (except Clothing)	3	24	.....	.....	.....	.....	1	14	2	10
Clothing (Textile and Fur)	13	193	.....	.....	.....	.....	1	29	12	164
Wood Products	5	85	1	16	.....	.....	.....	.....	4	69
Iron and Steel Products	19	1,472	1	33	9	1,228	2	144	7	67
Transportation Equipment	14	3,639	1	140	7	3,452	.....	.....	6	47
Non-Ferrous Metal Products	2	86	1	56	.....	.....	.....	.....	1	30
Non-Metallic Mineral Products	2	45	1	29	1	16	.....	.....	.....	.....
Products of Petroleum and Coal	3	347	.....	.....	.....	.....	1	330	2	17
Chemical Products	12	565	.....	.....	7	277	1	200	4	88
Electrical Apparatus and Supplies	11	3,523	.....	.....	3	705	8	2,818	.....	.....

Salaries of Clerical Employees in Canadian Manufacturing Industry

Office workers' salary gains from October, 1949, to October, 1951, were not quite as substantial as production workers' wage increases

The typical clerical worker employed in Canadian manufacturing enjoyed salary gains between October 1949, and October 1951, but his increases were not quite as substantial as those given to production workers.

Based on the reports of more than 7,000 establishments employing more than 60,000 in clerical occupations (*see* table), the average increase in office workers' salaries, in comparative terms, was 4·2 per cent between 1949 and 1950 and 13·0 per cent during the next 12 months. During the same periods, wage rates of production and maintenance staffs rose 5·9 and 13·4 per cent.*

A preliminary examination of wage increases for office personnel in the year ending October 1952, based on the reports of 50 of the largest firms in manufacturing,

*In some establishments, gains in office salaries may have equalled or even exceeded the gain in production wages but, despite the similarity in trend, the over-all average increases have apparenlty not been quite as substantial.

WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, CANADA OCTOBER, 1949, 1950 AND 1951

Occupation	Average Weekly Salary		
	1949	1950	1951
	$	$	$
Accounting and Bookkeeping Clerk, Male	45.11	48.31	55.65
Accounting and Bookkeeping Clerk, Female	.....	34.51	35.00
Bookkeeper, Male	46.62	49.05	53.62
Bookkeeper, Female	36.95	38.32	41.58
Junior Bookkeeper, Male	.....	38.08	46.42
Junior Bookkeeper, Female	.....	32.41	35.98
Clerk-Typist, Female	29.51	31.07	35.27
Cost Clerk, Male	47.99	48.79	57.60
Cost Clerk, Female	32.43	34.14	40.15
General Office Clerk, (All Types), Male	44.30	46.99	53.04
General Office Clerk, (All Types), Female	30.36	31.40	35.63
General Office Clerk, Senior, Male	.....	59.91	66.67
General Office Clerk, Senior, Female	.....	40.33	46.07
General Office Clerk, Intermediate, Male	.....	45.58	51.19
General Office Clerk, Intermediate, Female	.....	34.24	38.58
General Office Clerk, Junior, Male	.....	29.87	35.39
General Office Clerk, Junior, Female	.....	27.46	31.56
General Office Clerk, (Not Classified), Male	.....	46.30	51.64
General Office Clerk, (Not Classified), Female	.....	30.90	35.12
Office Appliance Operator, (All Types), Female	33.06	34.73	38.59
Calculating Machine Operator, Female	33.38	35.84	40.02
Bookkeeping Machine Operator, Female	33.83	35.41	39.71
Billing Machine Operator, Female	30.64	31.39	34.80
Office Machine Operator, (Other), Female	.....	34.14	37.49
Payroll Clerk, Male	43.42	44.78	51.28
Payroll Clerk, Female	32.39	33.02	37.41
Secretary, Female	41.80	43.48	48.69
Stenographer, Female	33.41	34.37	38.90
Stock Record Clerk, Male	44.80	45.77	50.22
Stock Record Clerk, Female	31.17	31.79	34.93
Telephone Switchboard Operator, Female	30 90	31.57	35.69
Typist, Female	29.34	30.43	34.91

NOTE:—Any monthly salaries reported were changed to weekly, using 4⅓ weeks per month as a conversion factor.

indicates that gains in average salaries for representative occupations varied, for the most part, from 4 to 12 per cent.

The table shows that, in 1951, of nine male occupational classes, all but junior clerks and junior bookkeepers averaged more than $50 a week. Senior clerks were the most highly paid group, averaging more than $66 a week, followed by cost clerks and accounting clerks, in that order, who received, on the average, about $9 and $11 less.

Of 18 female job categories, only secretaries received an average salary exceeding $50 a week in 1951. Senior clerks, bookkeepers, cost clerks and calculating machine operators averaged more than $40. Junior clerks were at the opposite end of the salary scale, averaging $31.56. Billing machine operators, typists and stock record clerks ranked slightly higher, receiving around $35 on the average.

It is not known to what extent the differences in salaries for male and female workers in the same occupational classification result from differences in duties performed.

Working Conditions of Office Workers Improve Although White-collar Unions Few—U.S. Survey

As far as working conditions and fringe benefits are concerned, office workers in the manufacturing industry in the United States are doing as well as, or better than, the plant workers although fewer of them belong to unions, according to a Bureau of National Affairs survey conducted recently in Cleveland, Ohio. In most cases, office staffs share in benefits won by factory personnel through collective bargaining.

These factors are a possible reason why the number of white-collar unions is comparatively small: only 4·8 per cent of the companies surveyed had such unions.

Furthermore, the 1952 annual survey of clerical rates recently published by the Commerce and Industry Association of New York, Inc., reveals that the floor on salaries paid to white-collar workers in that city is moving up. Clerical salaries as a whole have risen over the levels of October 1951, in 458 companies in New York City employing 71,604 office workers. And although the trend is general among clerks, typists, office boys, messengers, stenographers and secretaries, the highest rate of increase has been at the lower salary levels.

The Cleveland survey covers 287 managements employing 45,289 office workers in that city. Of these, 50 manufacturers, or 17·1 per cent, reported they required less than an 8-hour day of their office staffs. A large number reported a work day of between seven and 7½ hours.

A total of 250 companies, or 87·1 per cent, reported their offices were either closed on Saturday or that only some employees worked that day. Only 25, or 8·7 per cent, required their office staffs to work the full day.

While most factory employees are docked for lateness, only 29 managements, or about 10 per cent, reported that their office employees lost pay when late.

Of the companies interviewed, 68·2 per cent declared they had no age limit for new office workers.

Group insurance protection for their office staffs was reported by 213 or 74·2 per cent of the companies surveyed. Of these, 132 share expenses with the workers, 73 pay the entire cost and 58 companies give uniform insurance protection to all workers regardless of income or position. Accident insurance is provided by 53 companies who pay the full cost and 79 others who provide it on a contributory basis. Total cost of hospitalization is paid by 52 companies and shared with employees by another 53. The hospitalization plans of 43 companies cover a worker's dependents automatically. Fifty-six companies provide surgical insurance, 48 of them on a contributory basis. These insurance plans are in effect mostly in the larger firms.

Like the plant worker, the office employee gets six paid holidays a year, but eligibility requirements are lower. In 153 companies, or 53·3 per cent of those surveyed, holiday money is paid office workers as soon as they are on the payroll. In 164 companies, leave of absence for indefinite periods is granted.

Most firms where factory workers get three weeks vacation after a certain number of years reported the same holiday plan for office workers. Nineteen companies said they have no further eligibility requirements for two weeks after one year of service.

(Continued on page 98)

Normal Work Week Analysed by Size of Establishment in Canadian Manufacturing

Proportion of workers on five-day week tends to increase with size of establishment, analysis shows. Only half of reporting establishments with fewer than 25 employees are on five-day week but three-quarters of those having more than 1,000 workers are following that schedule.

An analysis made recently by the Economics and Research Branch, Department of Labour, of the normal work week in the manufacturing industries by size of establishment shows a tendency for larger establishments to have shorter working hours. The analysis is based on returns submitted by 6,600 plants engaged in manufacturing activity, as part of the Branch's annual survey of wages and working conditions in Canadian industry. The date of the survey was October 1951.*

The analysis also indicates that in the manufacturing industries the proportion of workers on the five-day week tends to increase with the size of the establishment.

The establishments making returns in the annual survey consist largely of those employing 15 or more persons. For purposes of the present study, the 6,600 plants were distributed among seven size groups. The proportion of establishments and of plant workers in each of these size groups is as follows:—

Size of Establishment (Number of Plant Employees)	Per Cent of Total Establishments	Per Cent of Total Plant Employees
Fewer than 25	32·2	3·6
25– 49	22·3	6·6
50– 99	20·1	12·0
100–199	12·7	14·9
200–499	8·4	21·5
500–999	2·9	16·9
1,000 and more	1·4	24·5
	100·0	100·0

The table on page 41 gives details on the length of the work week in establishments in each of these size groups. Examination of this table reveals considerable variations as between the different size categories. Of particular interest are the figures for the five-day week and the 40-hour week.

In studying the data in the table, it should be borne in mind that the unit being dealt with is "establishment" as distinguished from "firm". Some firms comprise a number of establishments and the work-week policy in these may be determined at the company level rather than by the units themselves. About one-fourth of the establishments upon which this study is based are branch plants of firms submitting at least two separate returns to the survey. The proportions shown, therefore, may be influenced by this factor; in effect, it might tend to magnify the proportions of the smaller sized establishments operating on a five-day, or a 40-hour, week.

*Further information on the normal work week derived from this survey has been published in the LABOUR GAZETTE for June (p. 708), September (p. 1191), and October (p. 1307).

NORMAL WORK WEEK IN MANUFACTURING BY SIZE OF ESTABLISHMENT, OCTOBER 1951

(Non-Office Employees)

Normal Weekly Hours	Total Coverage		1 to 24 Employees		25 to 49 Employees		50 to 99 Employees		100 to 199 Employees		200 to 499 Employees		500 to 999 Employees		1000 Employees and over	
	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Establishments																
Under 40	1·1	·6	1·4	1·6	1·2	1·2	·8	1·0	·8	1·0	·9	·7	.....	.....	(1)	·1
40	28·0	35·6	28·1	30·1	27·5	28·0	24·4	25·0	28·4	29·1	30·5	31·7	37·0	36·6	46·8	50·5
Over 40 and under 42	·6	·5	·9	·8	·2	·4	·6	·6	·5	·5	·4	·4	·5	·4	1·1	·5
42	1·9	4·8	·6	·7	1·1	1·1	2·6	2·8	3·0	3·0	4·1	4·4	4·2	5·1	8·9	8·8
42½	4·3	4·8	3·9	4·6	3·8	4·3	5·0	5·0	4·4	4·5	5·4	5·7	4·7	5·1	3·3	3·9
Over 42½ and Under 44	1·4	3·1	1·2	1·2	1·3	1·3	1·5	1·6	1·1	1·1	2·0	2·1	1·0	1 3	3·3	8·1
44	16·4	11·4	21·1	19·5	16·3	16·4	15·1	15·2	11·6	12·1	11·5	11·5	12·0	11·8	8·9	6·1
Over 44 and Under 45	·3	·2	·3	·3	·3	·4	·4	·4	·3	·3	·2	·2	.....	.....	.....	.....
45	14·8	16·4	8·8	8·8	13·7	13·8	19·3	19·1	21·2	20·6	21·2	20·6	13·0	12·9	15·5	13·2
Over 45 and Under 48	4·3	2·3	5·3	·4	4·7	4·6	4·3	—4·4	4·3	4·0	2·1	1·9	1·6	1·3	.....	.....
48	15·5	14·4	15·9	15·5	15·3	14·4	14·8	13·8	15·0	14·8	15·1	14·8	22·4	21·9	12·2	8·8
Over 48	11·4	5·9	12·5	12·5	14·6	14·1	11·2	11·1	9·4	9·0	6·6	6·0	3·6	3·6	.....	.....
Establishments on a 5-Day Week																
Under 40	1·7	·8	2·6	2·6	1·9	1·7	1·2	1·3	1·2	1·4	1·2	·9	.....	.....	(1)	·2
40	46·0	49·7	55·2	55·1	47·2	47·7	36·9	37·7	40·6	41·6	40·9	42·1	56·5	56·2	59·7	61·2
Over 40 and Under 42	·7	·6	1·0	1·0	·2	·5	·7	·5	·7	·6	·5	·6	·8	·6	1·5	·6
42	2·3	4·7	·9	1·0	1·2	1·1	3·1	3·4	2·4	2·5	5·0	5·3	4·0	5·5	8·9	6·6
42½	7·1	6·7	7·5	8·4	6·6	7·3	7·6	7·6	6·2	6·4	7·2	7·6	7·3	8·0	4·5	4·9
Over 42½ and Under 44	1·8	4·3	1·7	1·4	1·9	1·9	1·9	1·8	1·4	1·4	2·5	2·7	1·6	1·9	4·5	10·1
44	7·7	5·1	8·7	7·9	8·1	7·4	7·6	7·7	6·7	6·6	6·7	6·7	5·6	4·7	3·0	1·4
Over 44 and Under 45	·2	·1	·2	·2	·3	·4	·3	·3	·2	·1	.....	.....	.....	.....	.....	.....
45	22·6	22·2	13·3	13·9	21·8	21·8	28·6	28·4	29·7	29·1	28·0	27·1	20·2	20·1	16·4	14·2
Over 45 and Under 48	3·3	1·8	3·5	3·8	3·6	3·8	3·6	3·5	3·8	3·4	2·5	2·3	·8	·7	.....	.....
48	4·5	2·8	4·2	3·9	4·3	3·9	5·6	5·0	4·7	4·4	4·0	3·3	3·2	2·3	1·5	·8
Over 48	2·1	1·2	1·2	·8	2·9	2·5	2·9	2·8	2·4	2·5	1·5	1·4	.....	.....	.....	.....
Percentage of those on 5-Day Week to total	59·7	69·9	49·6	53·5	58·1	58·5	64·6	64·6	69·0	68·7	72·4	72·9	64·6	64·3	74·4	79·9
Total Establishments and Employees	6,729	786,396	2,138	28,455	1,478	52,206	1,335	94,138	839	117,412	557	169,232	192	133,199	90	191,754

(1) Establishments are distributed, in this table, according to the normal weekly hours reported for male employees. The entry shown in the adjacent column under employees comprises female workers only.

Five-Day Week

The proportion of establishments having the five-day week increases with each successive size group, with one notable exception:—

Size of Establishment (Number of Plant Employees)	Per Cent of Establishments on Five-day Week
Fewer than 25	49·6
25– 49	58·1
50– 99	64·6
100–199	69·0
200–499	72·4
500–999	64·6
1,000 and more	74·4

It will be noted that only half the establishments with fewer than 25 employees are on a five-day week but that the proportion rises to three-quarters in the case of establishments having 1,000 or more workers.

On the other hand, a comparatively low proportion of the establishments in the size group 500 to 999 employees are on the five-day week. Examination of the establishments in this size group reveals that it contains a high proportion of firms in the pulp and paper industry in which the 48-hour week is prevalent. This fact tends to modify the trend otherwise found that the five-day week is more common in larger than in smaller establishments.

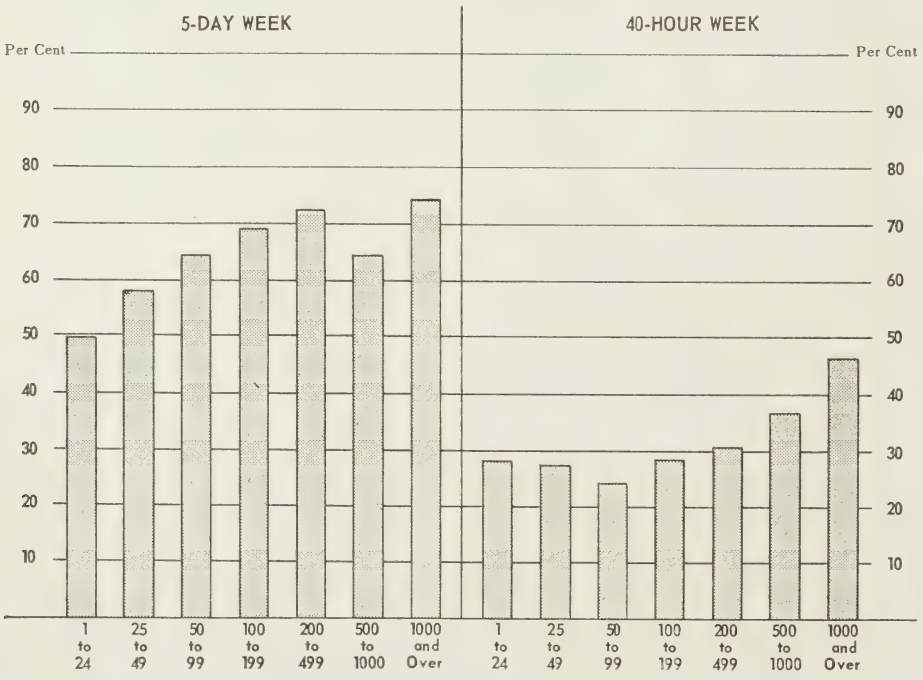
Forty-Hour Week

The analysis shows that the 40-hour week is slightly more common in establishments with fewer than 25 employees than it is in establishments with 25 to 100 workers. On the other hand, an appreciably larger proportion of the establishments with 500 or more workers are on the 40-hour week and a still larger proportion are in the category with 1,000 and more employees.

Size of Establishment (Number of Plant Employees)	Per Cent of Establishments on 40-hour Week
Fewer than 25	28·1
25– 49	27·5
50– 99	24·4
100–199	28·4
200–499	30·5
500–999	37·0
1,000 and more	46·8

PERCENTAGE OF ESTABLISHMENTS ON 5-DAY AND 40-HOUR WEEK GROUPED BY SIZE OF ESTABLISHMENT

Manufacturing Industries of Canada, October 1951



It will be noted that a much higher proportion of manufacturing establishments have the five-day week than the 40-hour week. In a general way, the trends in the figures for the five-day week and the 40-hour week resemble one another, in that both reveal a greater incidence among the larger establishments. The trends are not closely similar, however.

10th Federal-Provincial Conference on Farm Labour Held in Ottawa

Delegates report movements of farm workers again successfully carried out in 1952, farmers generally satisfied with workers they received. Federal Government willing to continue joint farm labour program in 1953 if provinces so wish, Deputy Minister Arthur MacNamara indicates

Movements of workers under the farm labour program were again successfully carried out in 1952. Delegates to the 10th Federal-Provincial Farm Labour conference at Ottawa, December 3-5, reported that farmers generally were satisfied with the workers they received.

The quality of immigrant farm workers was higher than in previous years but trouble was again experienced through failure of a number to carry out their undertaking to remain on the farm for the required 12-month period.

Willingness on the part of the federal Government to continue the joint farm labour program for another year if the provinces so desire was indicated by Dr. Arthur MacNamara, Deputy Minister of Labour. Most of the delegates were of the opinion that their governments would enter into agreements for 1953 should the plan be continued.

The three-day conference was attended by directors of farm labour and other officials from all provinces except Newfoundland. W. W. Dawson, Director, Special Services Branch of the Department of Labour, presided.

Also in attendance were officials of the National Employment Service, the federal Departments of Agriculture, Citizenship and Immigration, and Labour; and representatives of the Canadian Federation of Agriculture, the United Kingdom High Commissioner's office, the Netherlands Embassy, and the United States Employment Service.

Main items on the agenda were: reports of provincial directors of farm labour and regional employment officers on the past year's activities, regional changes in farming methods and their relation to labour requirements, manpower outlook for 1953, farm labour program for 1953, and immigration program.

Address of Dr. Arthur MacNamara

Welcoming the official representatives, Dr. Arthur MacNamara, Deputy Minister of Labour, said the federal-provincial farm labour program has a history of which all can be proud. It has brought into the picture, he said, the Department of Labour and the National Employment Service; but if it had not been for the co-operation of the Department of Citizenship and Immigration and the Department of Agriculture, it would not have been possible to carry out the program.

The Deputy Minister said he did not know of anything in his field that has worked better for the farmers. In 1952, the wheat crop was the biggest ever harvested in Western Canada and he doubted if there had been fifty complaints of farmers being short of labour.

If it is the wish of the provinces that the farm labour program be continued for another year, and if they so recommend, the federal Government, he was sure, would be willing to enter into agreements with the provinces for 1953.

Provincial Directors' Reports

Prince Edward Island—Labour requirements in the province, it was reported, were lower in 1952 than in previous years. Fewer workers were needed for pulpwood operations and so more labour was obtainable locally.

The first seasonal movement consisted of 27 men to assist with the hay crop. The men were very satisfactory and many remained throughout the summer and fall. Potato harvesting requirements were lower than in former years, because of fine weather and the use of more mechanical pickers; only 504 vacancies were filled, 280 of which were brought into the province.

Immigrant farm workers generally had proved satisfactory. Under the assisted passage plan, 36 German nationals were placed in the province. An additional number was placed through the Department of Immigration. Some of these immigrants did not have previous farm experience but were willing to work and anxious to learn all they could. At least eight single men and two families from The Netherlands were placed during the year; all gave excellent service.

Two factors present difficulty in the placement of workers on the farm, it was explained. One is the lack of living accommodation for a married man with a family and the other is that additional help is required for only six or seven months of the year. Many farmers cannot afford to pay for additional help during the winter months; the livestock population is small and many farmers are able to carry on alone.

Nova Scotia—There was a brisk demand in the province for farm labour early in the spring and requirements could not be satisfied locally. Under the assisted passage plan, a group of workers arrived from West Germany and most of them proved satisfactory. A few had little or no farming experience but they seemed anxious to learn and to repay their passage money as soon as possible. They did not arrive as soon as required, however, and the delay caused some inconvenience and resulted in a number of cancellations by farmers who had requested help. Of the 36 workers in the group, 25 have remained with their original employers and six have been placed with other employers; the others left the province.

Immigration of farm workers from The Netherlands was greater than in the previous year. About 89 families, comprising 371 persons, and 80 single workers were placed on Nova Scotia farms during the year. Loans were granted to a number of immigrants to enable them to purchase their own farms.

Demands for apple pickers were light because of the small crop and most of the labour was obtained locally.

Three interprovincial movements of farm labour took place. These consisted of 240 potato pickers and 25 haymakers to Prince Edward Island and 146 haymakers to Ontario.

New Brunswick—Competition for farm labour in the province was lessened through the reduction of woods operations. This condition was partly offset, however, by a demand for labour in construction work. Spring seeding was delayed by wet weather, which development resulted in a demand for late labour. There was a shortage of labour for haymaking and a lot of hay was left uncut because the cost of harvesting was out of line with prices. No difficulty was experienced in harvesting the grain and potato crops. Approximately 900 students were employed on a daily basis for bean picking.

Immigrant workers placed on farms totalled 125 married men with families and 92 single men.

In response to a request from the state of Maine, a substantial number of workers was sent across the border to assist in harvesting the potato crop.

Quebec—The farm labour situation was less acute in 1952 because of a more normal distribution of manpower and greater mechanization, it was reported.

Principal farm labour movements consisted of Italian immigrants, sugar blockers, between 40 and 50 tobacco curers from the state of Maine, sugar beet harvesters, harvesters to the Prairie region, and potato pickers to the state of Maine.

During the year 345 Italian immigrants were placed on farms in Quebec. Farmers, on the whole, were satisfied with their services; some complained of "instability".

Sugar beet growers were supplied with 703 workers for thinning and rooting-out operations and 227 pullers. Because of the increasing use of mechanical pullers, fewer workers were required for this operation.

This year 66 boys and girls were sent to Ontario to assist with the fruit and vegetable crops; their services were reported to be satisfactory. These young workers, it seems, are glad to have the opportunity of increasing their knowledge of English and at the same time widening their experience.

Recruitment of workers for the Prairies is becoming increasingly difficult, it was stated, because of the need for a knowledge of mechanics. This year 604 were sent.

A new movement of workers took place during the year with the movement of 125 potato pickers to the state of New York. Satisfaction with the selection and co-operation was expressed by the United

States authorities. A large movement of potato pickers to the state of Maine was again successfully carried out.

Ontario—Farmers in the province had experienced a longer-than-usual season for field work, it was reported. Spring seeding went forward without a serious shortage of labour because of the favourable weather and a lull in industrial and building activity. Mechanization and good weather contributed to an early harvest.

The demand for transient tobacco harvesters was reduced because of a sharp decline in acreage, good weather and more local help. A hostel in Simcoe, Ont., relieved congestion among the thousands of workers who moved into the tobacco growing area. Curers brought in from the United States numbered 1,517, an increase of 54 over 1951.

A total of 20 farm labour camps supplied 706 boys and girls to 144 fruit growers in the province. In 1951, 24 camps supplied 1,133 young workers to 217 growers. Because of high cost of operation and the increasing availability of local labour, the Federal-Provincial Farm Labour Committee has recommended that the camp program be discontinued.

It was reported that, since 1949, about 1,300 Dutch immigrants have purchased farms in Ontario and many more are looking for properties. These families have increased the farm labour force. However, rapid industrial expansion is having a very direct effect on the labour problem. The proportion of the total population living on farms is declining steadily and in 1951 was only 14·7 per cent. Farmers, it was reported, are finding it difficult to compete with the construction industry, where wages are higher.

Farmers are showing an active interest in Workmen's Compensation. Already some 600 are covered and there has been a sharp increase in applications.

Farm placements in Ontario in 1952 were fewer than in 1951. A total of 1,066 German farm workers were brought into the province under the assisted passage plan. Another 331 single DP workers were enlisted at Ajax, Quebec and Sudbury. Some difficulty was experienced in keeping these immigrants in farm work because of the large number with special skills who were anxious to find work in their own trades. It was reported that of the whole group, 159 left farm work. Immigrant couples were easier to place than immigrant families as the latter often found existing accommodation inadequate. Altogether, there were 1,461 immigrant placements as compared with 2,091 in 1951.

Sugar beet thinning operations required fewer workers than usual because of the dry weather and 140 Italian workers borrowed from Quebec were found to be sufficient to satisfy the demand.

In the movement of workers to Ontario for harvesting, it was reported that Manitoba and Alberta supplied 174, the Maritimes and Newfoundland 349. There were 1,730 Ontario workers sent to the Prairies for harvesting by the National Employment Service, compared with 1,551 in 1951.

Manitoba—Unusually favourable weather in Manitoba rendered seeding conditions ideal, made possible the recovery of nearly all grain which had been left out during the winter and contributed to an all-time record crop.

The general labour situation was normal during the early spring. The number of placements was below that of 1951. However, the crop was harvested quickly and efficiently due to greater mechanization and the ideal weather conditions.

The 269 workers recruited from Eastern Canada for the wheat harvest were of high ability and behaviour, the farmers reported.

Manitoba sent only between 40 and 50 workers to Ontario as the appeal did not meet with much response.

Some 35 Dutch and German immigrants were placed on farms. These were very satisfactory and it was hoped they would continue in agricultural employment.

Wages showed a tendency to rise and experienced men were offered as high as $120 per month and board, it was reported.

Because harvest activities in Manitoba coincided with those of North Dakota, there was no movement of combines across the border.

Saskatchewan—In 1952 the 112,000 farmers in the province harvested the record total of 700 million bushels of grain, the largest crop in 60 years. Another 111 million bushels left over from the 1951 crop raised the year's total to 811 million bushels.

Mechanization reduced the seasonal demand for farm labour. At no time during the harvesting period was there an acute shortage of harvest labour in any of the nine National Employment Service zones.

Some 300 German workers were brought into Saskatchewan and placed on farms. A total of 100 beet workers from the Indian population went to Montana for the sugar beet crop there. Only 43 Saskatchewan workers were recruited for the British Columbia berry harvest.

Altogether, there were 4,481 placements through NES offices. Of these, 1,188 were

from Ontario and Quebec, 1,074 from Winnipeg, and 3,293 were local workers. Another 545 workers entered the province from the United States with custom combine crews, making a total of 5,026 placements.

It was estimated that some 4,000 farm workers entered the province on their own and found employment without reporting to NES offices.

Alberta—Supply and demand for farm workers were well balanced throughout the peak seasons of seeding and harvesting. Although labour demand was fairly brisk in the spring, local workers filled most vacancies.

At harvest time, the sharp demand was again met by local supply, supplemented by the east-west movement. Eastern workers became available as Manitoba and Saskatchewan finished their harvesting.

During the year, there was a large movement of immigrants to Alberta for sugar beet work. This group played a large part in cultivating and harvesting the largest beet crop in the history of the province.

A trend was reported towards a lower demand for farm workers over the years because of increased mechanization of farm work. Some difficulty was experienced in keeping immigrants on the farms.

British Columbia—A mild winter and an early spring contributed to better than average crops. Labour requirements in fruit, potatoes, hops and grain were met without difficulty until the end of May.

In anticipation of a strong demand for help with the berry crop, orders were placed for the movement of 500 women from the Prairies. However, the 92-day logging and sawmill strike which began in June released some 2,500 workers, sufficient to meet all demands. The prairie orders were cancelled after only 92 women had arrived.

Hutterites from South Alberta recruited to help with the soft fruit, hop, apple and potato crops were highly regarded by the growers.

There is a growing awareness, it was stated, that emergency situations in British Columbia must be met by local volunteers, especially where perishable crops are to be harvested. Boards of Trade and school boards were co-operating admirably in supplying local workers.

Industrial employment has seriously depleted the supply of competent permanent workers for agriculture but the situation in dairying and mixed farming is less critical than it was. Good ranch hands were scarce. Sheepherding had been gravely reduced as a result of lack of herders. As in other provinces, immigrants had not shown a desire to remain at farm work.

Farm placements were slightly higher than in 1951, and no complaints of lost crops due to lack of help were received.

Canadian Federation of Agriculture

Speaking for the Canadian Federation of Agriculture was R. A. Stewart, a director of the Federation. The Federal-Provincial Farm Labour conference, he said, helps facilitate the movement of farm labour from one part of Canada to another.

In 1953, he anticipated that the pattern would be much the same "but, of course, it will be largely influenced by weather and crop conditions". Farmers, he thought, will be more particular as to the type of help they get. At the present time, he said, there is a great deal of confusion in the minds of the farmers in regard to planning for the coming year. Under present conditions of surplus supplies and restricted markets, many farmers will curtail production and carry out operations with the minimum of hired help. Farmers must cut down expenses and there will be an effort on the part of more and more farmers to work together during peak periods.

Mr. Stewart spoke of the desirability of extending social benefits to agricultural workers. Coverage under the Unemployment Insurance Act and the Workmen's Compensation Acts, he said, would have the effect of holding workers on the farm.

Manpower Situation

W. Dymond, Economics and Research Branch, Department of Labour, presented an analysis of the current manpower situation and indicated some of the economic variables affecting the outlook for 1953.

High levels of industrial employment can be expected in 1953, he stated.

The general level of employment began to rise in mid-summer, Mr. Dymond stated, first because of seasonal activity in agriculture and construction and also because of renewed activity in the consumer goods and associated industries. The employment picture is better than last year and this is expected to be carried over into at least the greater part of 1953.

Unlike last year, this winter season is beginning with employment trends generally showing more strength. Seasonal unemployment will probably not reach as high levels during the winter of 1952-53 as it did a year ago, he predicted.

The one soft spot in the manpower outlook, he said, is in the logging industry where, because of a reduction in demand for pulps and the existence of substantial inventories, a reduction of employment is expected this winter.

A major factor contributing to high employment levels in the coming year is the increase in consumer expenditures, which lagged until July and August. In September, retail sales were more than six per cent above the comparable 1951 figure and during October, department store sales were 20 per cent higher than a year ago. As inventories are at a lower level than last year, increased expenditures will likely be followed more closely by increased production and employment, he said.

The probable level of construction employment next year, he continued, will depend upon future investment activities. A considerable volume of construction work is already assured as many large projects begun in 1952 will not be completed until late in 1953, or sometime in 1954. In addition, there are indications of increased investment activity in the service and distributive sectors of the economy. Also, the recently-announced intention of the federal Government to apply deferred depreciation regulations only on property acquired up to December 1952, will probably stimulate some increased investment activity next year in the fields concerned.

Defence expenditures will again be at high levels in 1953, with the emphasis swinging from non-durable items, and will act as a supporting influence on the economy.

With the expectation that there will be numerous job opportunities next year, Mr. Dymond concluded, the movement of workers from rural to urban areas is likely to continue.

W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission, said he concurred with Mr. Dymond's observations. He thought that the outlook for the next six months is much the same as in 1952, with the possibility of it being better from an employment point of view. The outlook is for a continuing high level of employment.

While logging operations will definitely decline, there are many favourable aspects to the situation, he said. Residential housing construction, for instance, will undoubtedly improve in the coming year. There will be the usual demands by various groups for panaceas. The farm implement workers are exercised over their situation; they want continuing employment in the industry. The backlog of farm machinery has been largely met and the industry is in a somewhat similar situation to that of the automobile industry, where the backlog has also been met.

The overall picture as compared with that of a year ago is that we have fewer unplaced applicants, he concluded.

Intra- and Interprovincial Movements

William MacGillivray, Director, Agricultural Development and Extension Service, reported that British Columbia, after much thought, has decided to discontinue farm labour camps. Conditions in the fruit and vegetable producing areas, he said, have changed to the point where the demand is not sufficient to warrant their establishment. There is no doubt that the camps have served a useful purpose and the growers have appreciated the assistance they have been to them.

International Movements

Dave Fessenden, Bureau of Employment Security, Washington, who brought greetings from the United States, said the Canadian situation closely paralleled that of the United States. Through co-operation under the Farm Labour Program, New England growers had a successful season. He expressed gratification that Canada was able to recruit so promptly on such short notice. The season was favourable but perhaps not as much so as in Canada; there was no concern over surpluses. Agricultural placement figures were up in spite of bad weather conditions.

It is impossible to forecast what the demands for non-seasonable workers will be until the impact of the proposed amendments to the Immigration Act is known, he said.

Farm Labour Requirements

It was estimated that approximately 3,500 immigrant farm workers would be required in 1953. The delegates could give only tentative estimates of their requirements but generally they will require about the same number as had been received in 1952.

On the subject of regional changes in farming methods and their relation to labour requirements, M. C. Crosbie of the National Employment Service reported that between the census years 1941 and 1951 the number of farms in Canada had decreased by about 58,000 and the total farm population by 250,000. However, there was an increase in improved land of some five million acres and the increase

in field crops was about six million bushels. It was concluded that there was an increase in the land worked with the men available. This increase was due, among other things, to the greater use of farm machinery. Sales of farm tractors doubled in 1947, with steady increases in 1948 and 1949, and another large increase in sales of heavy tractors in 1951.

In Mr. Crosbie's opinion, Canadian agriculture was not yet near the saturation point in mechanization. At the same time, some delegates expressed a doubt whether farm machinery actually did result in the hiring of less labour on small farms.

It was noted that Workmen's Compensation was helping to improve employment conditions on farms.

Dr. W. F. Darke, Agricultural Adviser to the United Kingdom High Commissioner, reported that the labour situation in Great Britain is still acute in view of the renewed food production effort. He estimated the total number of agricultural workers in the United Kingdom at 663,300.

Immigration

J. A. Paul of the Department of Citizenship and Immigration told the delegates that Germany and other North European countries where farming conditions are similar to those in Canada will be looked upon as the main source of farm immigrants in 1953.

However, he said, in some of these countries Canadian immigration offices must wait for nationals to apply. The DP phase of immigration is over and it is now a matter of persons of one country being fitted into the society of another.

The delegates agreed that immigrant labour placed on farms in 1952 was generally satisfactory. They emphasized the importance of proper selection and of having immigrant workers arrive in time for farm operations.

It was felt that quoting only the wage rate to prospective immigrants did not present a true picture and that a cash value should be placed on board. They might be shown the difference between working and living in the city and working on the farm, where living is provided.

The delegates felt there should be more co-operation among the different public and private agencies at the provincial level so that duplication of orders for immigrant help by farmers might be avoided.

Federal-Provincial Agreements

The general feeling was that most of the provinces were in favour of continuing the program next year and of entering into agreements for 1953.

Those Present

Provincial officials who attended the Conference were S. D. Peacock, Department of Agriculture, Prince Edward Island; S. E. Lewis, Director of Farm Labour, Department of Agriculture and Marketing, Nova Scotia; E. M. Taylor, Chairman, Federal-Provincial Farm Labour Committee, New Brunswick; A. J. Rioux, Director, Farm Labour Supply Bureau, Department of Agriculture, Quebec; J. A. Carroll, Assistant Deputy Minister of Agriculture, Ontario; A. J. McTaggart, Director, Ontario Farm Service Force, Department of Agriculture, Ontario; H. R. Richardson, Director, Farm Help Service, Department of Agriculture and Immigration, Manitoba; L. J. Hutchison, Director of Agricultural Representatives, Department of Agriculture, Saskatchewan; F. H. Newcombe, Director of Agricultural Extension Service, Department of Agriculture, Alberta; and W. MacGillivray, Director, Agricultural Development and Extension Service, Department of Agriculture, British Columbia.

National Employment Service officials included W. K. Rutherford, Director of Employment Service, Ottawa; W. Duncan, Chief, Employment Specialists, Ottawa; M. C. Crosbie, Employment Adviser, Primary Industries, Ottawa; D. W. Hay, Employment Adviser, Atlantic Region, Moncton, N.B.; A. Ouimet, Employment Adviser, Quebec Region, Montreal; W. Davison, Employment Adviser, Ontario Region, Toronto; H. D. Hurdon, Employment Adviser, Prairie Region, Winnipeg, Man.; F. C. Hitchcock, Employment Adviser, Regina, Sask.; and W. L. Forrester, Supervisor of General Placements, Pacific Region, Vancouver, B.C.

Departments of the federal Government were represented by J. F. Booth, F. R. Armstrong and J. Dawson of the Department of Agriculture; J. A. Paul and R. M. Winter of the Department of Citizenship and Immigration; and J. L. Forsyth, R. S. Ellis and P. Stuchan of the Department of Trade and Commerce.

Others in attendance were: R. A. Stewart, Canadian Federation of Agriculture; W. F. Darke, Agricultural Adviser to the United Kingdom High Commissioner; A. S. Tuinman, Agricultural Attaché, Royal Netherlands Embassy; F. B. Kirkwood, Canadian National Railways; D. W. Fessenden, Bureau of Employment Security, Washington, D.C., and A. F. Gillespie, Bureau of Employment Security, Boston, Mass.

Fatal Industrial Accidents in Canada* During the Third Quarter of 1952

Industrial fatalities during the third quarter of 1952 numbered 363, a decrease of three from 366 recorded during the previous quarter

There were 363† industrial fatalities in Canada in the third quarter of 1952, according to the latest reports received by the Department of Labour. This marks a decrease of three fatalities from the previous quarter, in which 366 were recorded, including 25 in a supplementary list.

As in previous quarterly articles, Table H-1 contains information as to the number of industrial fatalities classified by main classes of industries and causes. The present table is compiled in accordance with the new clause classification adopted January 1, 1952. This new classification has been drawn up in consultation with the various provincial Workmen's Compensation Boards and will be used in the preparation of statistics to be derived from the federal-provincial accident statistics program which will deal with non-fatal as well as fatal accidents. As used in the present article, the new classification contains only the major groups of causes.

During the quarter under review, six accidents resulted in the deaths of three or more persons in each case. On July 3, a fishing vessel, the *Daisy B*, disappeared off the coast of British Columbia with seven men aboard. At Glace Bay, N.S., seven miners were killed in a underground explosion July 9. Seven employees of the Manitoba Government lost their lives in a plane crash at Berens River, Man., on July 21. A railway accident at Seven Islands, P.Q., on September 12 resulted in the deaths of two construction workers and two employees of a mining company. The four men were in a railway caboose struck by a flat car rammed into it by a runaway diesel locomotive. On September 15, three tobacco workers were killed when the car in which they were travelling was in collision with a truck near Langton, Ont. At the time of the accident the three men were being driven back to the farm where they were regularly employed after spending the day working at a neighbouring farm. On September 25, at Port Arthur, Ont., four men lost their lives as the result of a dust explosion at the grain elevator where they were working.

Grouped by industries, the largest number of fatalities, 75, was recorded in the construction industry. Of these 43 were in miscellaneous construction, 20 in buildings and structures and 12 in highway and bridge construction. In the previous three months there were 55 fatalities listed in this industry, including 24 in miscellaneous construction and 18 in buildings and structures.

There were 54 industrial deaths in manufacturing during the third quarter of 1952, of which 14 occurred in the wood products group and eight in the paper products industry. During the preceding three months there were 68 fatalities recorded in manufacturing, including 16 in each of the

(Continued on page 117)

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information given in press reports.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the third quarter of 1952 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

67040—4

International Labour Organization

Meeting of Experts Proposes Measures to Raise Productivity

Sixteen experts of 13 different nationalities, after intensive 10-day study make specific proposals for increasing productivity within the factory. George V. Haythorne of Department of Labour was chairman

Sixteen experts of 13 different nationalities have concluded an intensive ten-day study of methods of increasing productivity in the world's manufacturing industries. The chairman was George V. Haythorne, Director, Economics and Research Branch, Department of Labour.

The meeting was convened by the Governing Body of the International Labour Organization as part of the ILO's continuing program of activities aimed at raising living standards by increasing the production of goods and services.

The experts' conclusions were embodied in a report which will be considered by the Governing Body at its next session in February. They recommended that the report should be widely publicized but agreed that it should remain confidential until the Governing Body had examined it.

The agenda of the meeting called upon the experts (1) to consider practical methods of increasing productivity in manufacturing, with particular reference to the human factors and to the organizational and technical factors involved, and (2) to advise the ILO on its future program relating to productivity.

The meeting arrived at a number of general conclusions, and also reached agreement on a series of specific proposals aimed at increasing productivity within the factory.

The session was attended by representatives of the Government, employer and worker members of the Governing Body, and by representatives of various intergovernmental and international non-governmental organizations. The experts attending were drawn from employer, worker and independent circles.

Summing up their views on the general aspects of the problem of raising productivity, the experts agreed that it was of the utmost importance, if higher productivity was in fact to lead to higher living standards, that its benefits should be equitably distributed among capital, labour and consumers. It was equally important that the demand for goods and services should be maintained at a sufficiently high level and that adequate measures should be taken to prevent higher productivity from leading to unemployment. Failure to distribute widely the benefits of increased productivity and to maintain demand and employment would mean that the conditions for continuing increases in productivity would not exist.

The achievement of higher productivity, it was agreed, called for action on the part of governments, employers and workers. Governments had responsibility for creating conditions favourable to higher productivity by promoting a balanced program of economic development and by adopting appropriate economic and social policies in such matters as foreign trade, capital formation, monopolistic practices, and the supply of raw materials.

Higher productivity called for concerted efforts on the part of members of all groups engaged directly or indirectly in production. Such efforts might require in some cases far-reaching changes in the attitudes of all concerned.

Full co-operation on the part of all groups could be expected only in a society which accepted principles of social justice and in which it was recognized that the fundamental purpose of industry was to serve the needs of society as a whole.

Among their other conclusions, the experts expressed the view that the share of workers in the benefits of higher productivity might take the form in part of higher wages, in part of lower prices for the goods produced, and in part of better working conditions, including shorter hours, social services, and improved housing.

Improvements in equipment and techniques might make it necessary for some workers to change their jobs. Measures to increase productivity should therefore be accompanied by measures to protect the interests of any workers who might lose their jobs or be threatened with the loss of jobs.

There was an urgent need for further experiment, investigation and research into the influence of the various factors affecting productivity.

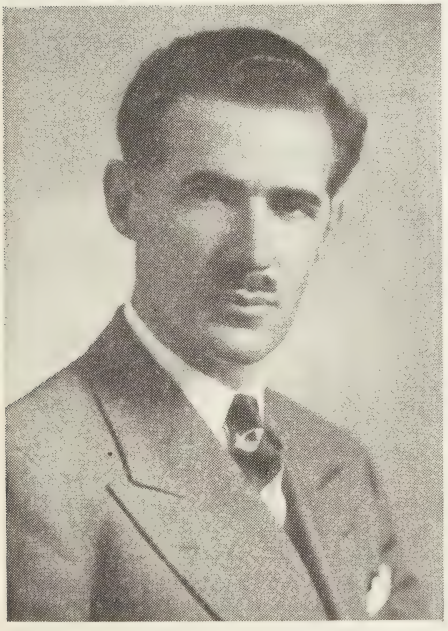
The experts reached a number of general and specific conclusions on the question of raising productivity at the plant level.

They agreed that primary responsibility for action in the individual undertaking rested with management. They were also in agreement, however, that no effort to increase productivity could succeed without good relations between management and the workers concerned.

Increased productivity in the undertaking called for action in three main fields: the organization and control of production, personnel policy, and plant and equipment. In each of these fields, the experts made a number of detailed practical recommendations.

The experts suggested that the ILO's work in the field of productivity should have three main objectives: (1) to promote wider understanding of the subject; (2) to ensure that increased productivity led rapidly to improvements in economic and social welfare and (3) to provide technical assistance and advice on the raising of productivity.

ILO Names Two Canadians to High Positions



Douglas M. Young

Douglas M. Young, Personnel Director of Lever Bros., Canada, has been named Head of the personnel office of the International Labour Office, it was announced by David A. Morse, ILO Director-General.

Another ILO appointment of interest to Canada is that of William Yalden-Thomson of Toronto to the position of Assistant Director-General. Mr. Yalden-Thomson has been Chief of Operations in charge of co-ordinating all ILO projects and activities under the Expanded Technical Assistance Program. In his new post he will continue to direct the ILO's operational activities, now being greatly expanded.

His first appointment to the ILO was in 1951 as Chief of the Employer Relations Division (L.G., Oct., 1951, p. 1332).

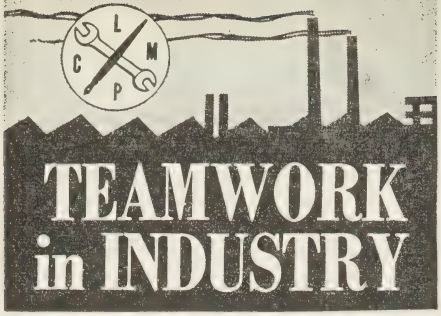
Mr. Young, a resident of York Mills, Ont., is chairman of the Canadian Manufacturers' Association's Committee on Old Age Pensions and a member of the Association's Industrial Relations Committee. He was President of the Personnel Association of Toronto in 1949-50 and a member of its Advisory Council.

In his new post, Mr. Young will not only be personnel chief for some 700 ILO officials throughout the world but will also assist in personnel matters affecting several hundred experts sent to less-developed countries on ILO projects.

Toronto-born and a graduate of Queen's University, Kingston, Ont., Mr. Young has served on the Ontario Regional Employment Committee of the National Employment Service and as chairman of the professional section of the Toronto Welfare Council's Committee on Job Evaluation.

He was Canadian employer delegate to the ILO's Conference of American States in Brazil in April last year.

67040—4½



Year-old LMPC Progresses Rapidly

The record of the labour-management production committee at the Maple Leaf Milling Co., in Toronto, is one of steady achievement. This LMPC, which was founded a little more than one year ago, has progressed rapidly since that time. The original impetus for the committee came from one of the employees who suggested that there was a need for some method whereby management and labour could discuss their common problems.

The committee's main objective has been expressed by I. J. Young, Plant Manager, in an article appearing in "The Flour Bag", LMPC-sponsored paper, as follows:—

"Our main objective is to improve efficiency through greater co-operation between the two groups. It is a joint enterprise. It is a two-way communication channel for the exchange of ideas and information. It should be an instrument to make possible: plant action on production, conservation, recreation, welfare, morale, absenteeism, safety and any number of important problems. It is an advisory board only. It studies problems, then makes recommendations. It is not a device to be used by either management or labour for their own ends. It is a joint venture for the promotion of their common enterprises."

Discussing the LMPC, Mill Superintendent Lloyd Rupert said that it has built up a feeling of team spirit and that its success is basically tied to the attitude of the people working in the plant.

Among the activities which the committee has engaged in are production, safety, suggestions, publicity, welfare, recreation, good housekeeping and an employees sick benefit fund.

The safety sub-committee has been particularly active and, through its efforts, a safety record of 122 days had been established up to mid-November. Two departments in the plant had gone for 350 days without a lost-time accident. The management estimates that, because of this group's work, accidents of all types have been cut by about 50 per cent.

In summing up the first year's activities of the Maple Leaf Milling LMPC, Mr. Young said:—

"I think we have done not too badly and, after having gone through this trial year, fully believe we have ended up with some worthwhile results. We, no doubt, have made some mistakes—yes—but we profit by them, and as time goes on and we continue its existence I think more beneficial results will follow."

Local 174 of the American Federation of Grain Millers (AFL) is the bargaining agent participating in this LMPC.

* * *

A story of achievement and improved labour relations was recently told in the *Cobourg Sentinel-Star*. The story was about the LMPC at the Dominion Wheel and Foundries Ltd, Cobourg plant, where an LMPC has been operating for the past two years.

In writing on the LMPC, the *Sentinel-Star* said: "The committee, which is composed of five labour representatives and two representatives of management, has proved its capabilities by developing excellent relations within the local firm and reducing or eliminating conditions which prove disadvantageous to both labour and management.

"Many changes which originated at meetings of the Labour-Management Production Committee have been made in the plant. Production materials and alterations were recommended, and both the quantity and quality of production have been considerably improved. Such measures have also tended to reduce absenteeism to a minimum.

"The successful slogan of the successful committee is 'A shop with harmony, better working conditions, better products and better production leads to better security for the employees.'"

Labour representatives on this LMPC are members of Local 189, International Moulders and Foundry Workers' Union of North America (AFL-TLC).

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service. Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued five certificates designating bargaining agents, ordered two representation votes and rejected two applications for certification. During the month the Board received one application for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations and the Industrial Relations Branch of the Department.

Applications for Certification Granted

West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's departments employed by Kingscome Navigation Company Limited, Vancouver, B.C. (L.G., Dec., 1952, p. 1583).

West Coast Seamen's Union (Canada), applicant, on behalf of a unit of deck, engineroom and steward's departments employed by Straits Towing Limited, Vancouver, B.C. (L.G., Dec., 1952, p. 1583).

West Coast Seamen's Union (Canada) on behalf of a unit of deck, engineroom and steward's departments employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C. (L.G., Dec., 1952, p. 1583).

West Coast Seamen's Union (Canada) on behalf of a unit of deck, engineroom and steward's departments employed by Monarch Towing and Trading Co. Ltd., New Westminster, B.C. (L.G., Dec., 1952, p. 1583).

Canadian Merchant Service Guild Inc. on behalf of a unit of deck officers on SS *Cedarton* and SS. *Birchton* operated by Gulf and Lake Navigation Co. Ltd., Montreal, P.Q. (L.G., Nov., 1952, p. 1467).

Representation Votes Ordered

The Board ordered representation votes of employees in the following applications for certification:—

1. Grand International Brotherhood of Locomotive Engineers, applicant, and Shawinigan Falls Terminal Railway, respondent (locomotive engineers) (L.G., Nov., 1952, p. 1465).

2. Grand International Brotherhood of Locomotive Engineers, applicant, and Shawinigan Falls Terminal Railway, respondent (helpers on locomotives) (L.G., Nov., 1952, p. 1465).

Application for Certification Received

Maintenance Workers Federal Union No. 493 on behalf of a unit of maintenance employees of the Canadian Pacific Railway Company (B.C. Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

Applications for Certification Rejected

1. Seafarer's International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Howe Sound Lines Limited, Vancouver, B.C. (L.G., Nov., 1952, p. 1466). The application was rejected in view of the decision of the British Columbia Courts in the case of General Theatre Supply and Labour Relations Board (British Columbia) quashing an order of certification of the British Columbia Labour Relations Board issued in respect of a unit consisting of one employee only.

2. Order of Railway Conductors of America on behalf of a unit of road train conductors employed by the Canadian Pacific Railway Company on its Prairie and Pacific Regions (L.G., Oct., 1952, p. 1351). The application was rejected for the reason that the applicant did not have the support of a majority of the employees affected.

Conciliation and other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Midland Railway Company of Manitoba and Order of Railway Conductors of America (Conciliation Officer: R. H. Hooper).

2. Union Steamships Limited, Vancouver, and Canadian Communications Association (Conciliation Officer: G. R. Currie).

3. British Columbia Steamship Co. Ltd., Vancouver, and Seafarer's International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Shipping Federation of British Columbia and Northland Navigation Co. Ltd., Vancouver, and Local 38/163, International Longshoremen's Association (Conciliation Officer: G. R. Currie).

Settlement Reported by Conciliation Officer

During the month the Minister received a report from G. R. Currie, Conciliation Officer, advising of the settlement of the dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Machinists, Fitters and Helpers Local No. 3 (L.G., Dec., 1952, p. 1584).

Conciliation Board Appointed

During November the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the Searle Grain Co. Ltd., Pacific Elevators Ltd., United Grain Growers Ltd., Kerr Gifford & Co. Inc., Alberta Wheat Pool, all of Vancouver, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The Board had not been fully constituted at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Canadian Overseas Telecommunications Corporation, Montreal (operators) and Overseas Communication Union Local 272 (L.G., Dec., 1952, p. 0000) was fully constituted in November with the appointment of Prof. H. D. Woods, Montreal, as Chairman. Prof. Woods was appointed by the Minister on the joint recommendation of Theodore R. Meighen, QC, of Montreal, and A. Andras of Ottawa, who had been previously appointed on the nominations, respectively, of the company and union.

Conciliation Board Reports Received

During November the Minister received the following reports of Boards of Conciliation and Investigation:—

1. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company and Ontario Northland Railway and various railway labour organizations acting through a joint negotiating committee representing, mainly, non-operating employees of the companies (L.G., Oct., 1952, p. 1352). Texts of the Board's report and the minority report are reproduced below.

2. McCabe Grain Company Limited (Shamrock Elevator and Feed Mills, St. Boniface) and Local 105 International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, 1952, p. 756). Text of the Board's report is reproduced below.

3. Keystone Transports Limited and Canadian Merchant Service Guild Inc. (L.G., Nov., 1952, p. 1467). Text of the Board's report is reproduced below.

The first five-day, 40-hour week in a British Columbia hospital went into effect January 1.

An agreement between the Vancouver General Hospital and Local 180, Hospital Employees Federal Union (TLC) provides for the reduction in working hours with no reduction in take-home pay. Nurses are included.

The agreement also provides for a three-per-cent salary increase for male employees and a two-per-cent pay boost for female employees.

Most British Columbia hospitals are on a 44-hour work week.

Report of Board in Dispute between

Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and Toronto, Hamilton and Buffalo Railway Company

and

Various National and International Railway Labour Organizations Representing Non-operating Employees

On November 24, 1952, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute affecting various national and international railway labour organizations representing non-operating employees of Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company (L.G., Oct., 1952, p. 1352).

The Board was composed of the Hon. Mr. Justice R. L. Kellock, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, QC of Montreal, and David Lewis of Toronto.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Smith. The minority report was submitted by Mr. Lewis.

The texts of the majority and minority reports are reproduced herewith.

The matters referred to this board are itemized in the notice dated July 3, 1952, served by the employee organizations concerned upon the railway companies, and are as follows:—

1. Effective September 1, 1952, rates of pay shall be increased by forty-five (45¢) cents per hour applied so as to give effect to this increase in pay irrespective of the method of payment.

2. Effective September 1, 1952, in addition to the basic wage rates, there shall be paid a cost-of-living bonus of one (1¢) cent per hour, for each rise of one point in the Index Numbers of The Cost of Living in Canada from that date.

3. All employees now or hereafter employed in any work covered by the rules and working conditions agreements between the parties hereto shall, as a condition of continued employment in such work, within sixty days following the beginning of such employment or the effective date of this agreement, whichever is later, become members of, and thereafter maintain membership in good standing in, the organization party to this agreement. Provided, that such condition shall not apply with respect to any employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member or with respect to any employee to whom membership was denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership.

4. The Railway shall without cost to the organization periodically at such times and intervals as may be agreed upon, deduct from the wages of all employees now or hereafter employed in any work covered by the rules and working conditions agreement between the parties hereto all periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership in such organization, and shall pay the amount so deducted to such officer of the organization as the organization shall designate: provided, that the requirements of this section shall not be effective with respect to any individual employee until he shall have furnished the Railway with a written assignment to the organization of such membership dues, initiation fees and assessments, which shall be revocable in writing after the expiration of one year or upon the termination of this agreement whichever occurs sooner.

5. Eliminate the so-called "Emergency Clause" which appeared as supplement No. 2 on page 21 of the "Master Agreement" dated January 30, 1951.

The names of the employee organizations represented before the Board are set out in Appendix 1 hereto, and the names of the railways similarly concerned are set out in Appendix 2. The number of employees directly affected in these proceedings is 143,690 out of a total number of 161,533 non-operating railway employees. The railways concerned operate 92 per cent of the total railway mileage in Canada.

At the time of the service of the notice of July 3, 1952, upon the railways, there were current between the parties collective agreements due to expire on September 1 following. Following the notice, negotiations took place between the parties from July 7 to 11, during which the railways offered an increase of 7 per cent in wage rates in settlement of all matters covered by the notice. This was refused by the employees. The parties being unable to make progress, a conciliator was appointed and further negotiations took place between July 22 and August 2, but agreement was not reached on any of the matters in dispute. This Board was thereupon appointed, its personnel being completed on August 28, 1952.

At the request of the parties, and for their convenience, the Board did not commence hearings until September 22, sittings being continued through the 23, 24 and 25 of that month when, upon joint request of the parties, the sittings were adjourned to October 3 and continued through October 6 and 7, being completed on October 8. Subsequently, the Board required and obtained on October 28 from the Economics and Research Branch of the Department of Labour further statistical material which was submitted to the parties for such comment or further evidence any of them might see fit to submit, but no further representations were made to the Board.

Dealing with the first item contained in the notice of July 3, 1952, the claim for "a flat wage increase of forty-five cents per hour," the matter is thus put in the employees' written statement:—

> Principal Factors on Which the Wage Demand is Based
>
> The Brotherhood are asking for wage and salary increases in the amount of 45 cents per hour. The factors on which their demands are based are as follows:
>
> (1) The necessity for adjusting wages and salaries to the increase in the cost of living since March 1, 1948.
> (2) The desire of the employees to obtain compensation for the lowering of their standard of living or for the deficiency in wage payments in terms of purchasing power since 1939.
> (3) Social justice, and the enactment of the moral rights of the railway employees necessitates they be not excluded from the over-all improvement of the living conditions of the Canadian people since 1939.
> (4) The obligation of the employers to continue real wage increases which were interrupted during the war years.
> (5) The necessity for giving railway employees financial recognition for their productivity and efficiency which has nearly doubled during the last twenty years.
> (6) The wish of the Canadian railway employees to regain wage parity with U.S. railway employees which existed from 1918 to 1922.
> (7) The deterioration of the economic position of the Canadian railway employees in relation to other Canadian wage earners.

In view of the fact that the above figure of 45 cents has been stated by the organizations to be the amount required to bring about parity between the Canadian and the United States non-operating railway worker, it might be desirable to begin with a consideration of No. 6 of the above heads, but we think it more convenient to deal first with Nos. 1 to 4, and as these are interrelated, we propose to consider them as a group.

In the examination of the relation obtaining between wages on the one hand and the cost-of-living index on the other, as a basis upon which the union demand for an increase might be measured, the unions reject the year 1939 as a proper starting point, although from the way in which head 2 above is stated, it might appear that that year was being taken as a base year. As put by them in their written statement:—

> The brotherhoods have repeatedly declared that they refuse to use the year 1939 as the basic year for any wage determination. The start of any discussion could be March 1, 1948.

March 1, 1948, was the date to which, under an agreement between the parties

of the 16th of July, 1948, the wage increase of 17 cents per hour thereby provided for, was made retroactive. Since that time, however, under the provisions of the Maintenance of Railway Operation Act, 14-15 Geo. VI, c. 1, enacted August 30, 1950, wage rates were increased by an additional 7 cents and standard hours of work were reduced from 48 to 40 hours per week, overtime rates applying to any excess. The effective date of the increase in wages was "the day on which the employees return to work pursuant to this Act," which may be taken to have been August 31. The effective date on which the actual reduction of hours took place was June 1, 1951. It is the contention of the railways that this last mentioned date is the date which should be taken as the starting point.

Reference to the award made in the arbitration under the statute of 1950 shows that an analagous situation arose there, the unions contending that the point of departure from which the relation between wage rates and the cost-of-living index should have been regarded on September 1, 1950, was the year 1948 after the settlement then effected. They contended that the increase of 17 cents granted at that time, however unwillingly agreed to on either side, had established a new standard of living for the employees, and that there should be no attempt to go behind the wage rate—cost-of-living relationship then established.

The railways, on the other hand, were contending that 1939 was the proper starting point, a time, in their view, of comparative stability. On this issue the arbitrator decided that he could not re-try the merits of the dispute of 1948, and accordingly took June 1, 1948, as the starting point from which to consider the situation which existed in September 1950, in view of the fact that, although the date of the settlement was July 16, 1948, and was made retroactive to March 1 of that year, the cost-of-living figure as of June 1 had then been published. In his opinion, the settlement must have taken into consideration all the then known facts.

Similarly, in the present instance, we think that the proper starting point should be September 1, 1950, for the reason that, although the 40-hour week was not to come into operation until June 1, 1951, the statute required that due regard be given to that fact in setting the wage rate increase ultimately fixed at 7 cents as of the date of the return to work. In other words, the statute operated to effect a settlement upon and from September 1950, although the employees continued to work the longer hours until June 1, 1951.

The cost-of-living index on September 1, 1950, stood at 169·8 and had risen by September 1, 1952, to 186·5, an increase of 16·7 points or 9·8 per cent. The average hourly rate on September 1, 1950, after the increase of 7 cents, was 108·9 cents for the then existing standard work week of 48 hours, or its equivalent for 40 hours, 129·3 cents. Increasing this rate by 9·8 per cent gives 12·67 cents as the amount required to adjust the wage rate to the increase in the cost of living since September 1, 1950.

The above result may be checked on the basis of average weekly earnings. In the case of the 148,463 non-operating employees concerned in the arbitration of 1950, the standard work week was 48 hours for all except the 21,500 back-shop employees who were on a 44-hour week. The average work week was accordingly 47·4 hours and weekly earnings $51.62. Increasing this by 9·8 per cent, the indicated weekly rate is $56.68, showing a deficiency in the present rate of $4.96 or 12·4 cents per hour.

The evidence shows that since the year 1939, a substantial majority of the non-operating railway employees are, at present rates, in receipt of larger real wages than at that time. There are some 280 different wage or occupational groups involved.

It would be a simple matter either to increase all groups by 9·8 per cent or to use the amount of money thereby involved to increase the rates payable to those groups who are not as well off as in 1939 in terms of real wages so as to restore them to the position they enjoyed in 1939 or even in September 1950. Such a course would seem more reasonable than to give the same increase in cents per hour to all employees, which would have the effect of improving further the position of those who are already as well or better off without, perhaps, placing the remainder in the position they enjoyed in 1939.

The unions, however, avoid putting their case on any such basis. Apparently, no one union has so far been willing to accept less in the way of an increase in cents per hour than any other. This being the case, although the unions criticize the use of average figures for the purpose of ascertaining the figure necessary to restore real wages, there appears to be no other way of considering the adequacy of present rates. If regard is not to be had to the individual rates, it is the average that must be considered.

The unions express some criticism also of the use of the present cost-of-living index on the ground that it is based on a fixed list of items established some years ago, since which time, it is contended, the scope of the average family budget has changed. The index, however, was established only as a means of measuring price changes and, at the time of the hearings, there was no other standard of measurement available for such purpose. Both parties before the Board have used it throughout.

It was to meet criticisms of this character that the new Consumers' Price Index was instituted, its first publication having occurred subsequent to the hearings. This new index covers a broader budget of items than the old index. It is perhaps worth while to set out the two indices on a comparative basis since September 1, 1950. The new consumer price index is based on 1949=100. The comparative table is as follows:—

Date	New Consumers' Price Index Base: 1949=100	Old C. of L. Index Base: 1949=100	Old C. of L. Index Base: 1935-39=100
Sept. 1, 1950	104·3	105·6	169·8
June 1, 1951	113·7	114·5	184·1
July 1, 1952	116·1	116·9	188·0
Aug. 1, 1952	116·0	116·7	187·6
Sept. 1, 1952	116·1	116·0	186·5

If one employ the new consumer price index for the purpose of measuring the spread between the wage rate and the cost of living (using that phrase in the popular sense), between September 1950 and September 1952, it will be found that the new index shows a rise of 11·3 per cent compared with 9·8 per cent when the old index is used. Applying the increase of 11·3 per cent to the existing rate of 129·3 cents per hour, an increase of 14·6 cents is called for, or 15 cents to the nearest cent. We think that the use of the new index is proper for this purpose rather than the old because of the fact that it is broader in the scope of items covered.

Checking the above calculation by increasing by the same percentage weekly earnings of $51.62 for the standard work week of 47·4 hours existing in August 1950, the weekly amount becomes $57.45, while actual earnings for the present 40 hour week are $51.72. The deficiency is $5.73 per week, or 14·3 cents per hour.

The unions have taken the point that the cost-of-living index does not include income tax and that wage deficiencies are "increased by the fact that the take-home pay of employees is greatly affected by the increase in income tax payments since 1939." The argument is that, as "corporation profits or corporation income is discussed in corporation reports mostly in terms of net earnings after payment of corporation tax," the "take-home pay" of the employee should be considered only after deduction of income tax payments. This argument is, in effect, a claim that railway employees are to be relieved of the payment of income tax in the form of increased wages. In our view, surely no one group in the community can make such a claim.

With respect to the point that the employees here concerned have not benefited proportionately with their fellows in the increase of Canadian prosperity since 1939, it is contended by the unions that the per capita disposable income of the Canadian citizen after payment of income tax had increased by 1950 approximately 50 per cent over and above the 1939 level. This does not appear to be so, however. In the consideration of this question it is necessary to recall that in the year 1939 there were some 523,000 unemployed persons, or some 11 per cent of the entire labour force. In addition there was a very substantial amount of unemployment on farms and elsewhere, which was not included in the unemployment statistics. Increases in national production was influenced by bringing into use these unemployed or under-employed persons, and the increased production would have to be spread over these additional workers as well as in bringing up the earnings of such workers to established levels. From 1939 to 1951 the number of people engaged on farms decreased by 30·6 per cent, while farm production increased from $458,000,000 to $1,167,000,000, an increase of $896 or 266·7 per cent per capita.

Again, the number of persons operating unincorporated businesses decreased in the

same period by 18·9 per cent, while the value of their production increased from $460,000,000 to $806,000,000 or 116·2 per cent on a per capita basis. Further, the number of people working for salaries and wages in industries other than agriculture in the same period increased by 77 per cent and the amount paid such persons increased from $2,480,000,000 to $4,783,000,000, an increase of 8·8 per cent per capita. Accordingly, it would appear that it is this last mentioned figure which represents the per capita increase in national production of the group to which the employees here in question belong. Looking at the situation with respect to the wage rates here in question, it appears that in 1939 the average hourly earnings of the non-operating railway employees were 57·9 cents, and in 1952, 70·5 cents, an increase of 21·8 per cent. All of the above dollar figures are in constant dollars.

Considerations of this character are, however, necessarily very general. A much more specific basis for the inquiry as to whether or not a given group in the community is receiving its due participation in the national income is furnished by a comparison of the return derived by such group for its labour with the return to other groups in the community whose working conditions can be said to be comparable. We shall postpone consideration of this aspect of the matter until a later stage. It is essentially bound up with the seventh of the heads of claim upon which the case for the employees is based.

In support of their fourth ground of claim, "the obligation of the employers to continue real wage increases which were interrupted during the war years," the unions point to the trend shown by the index of average steam railway real wages based on the index of wage rates published by the federal Department of Labour, which shows an increase of 1·99 per cent annually in the period 1913 to 1950. This rate of increase is compared with the Canadian general average of 2·7 per cent. The unions point out that in 1943 the index of real wages of steam railway employees stood at 171·2 as against the general average of 171·0. Since 1943 the general average had risen to 200·4 by April 1952, while the index for steam railways rose as high as 189·0 but had declined to 177·0 by that time. The inference which the unions seek to draw from these figures is that because steam railways show a lesser rise than the general average, therefore railway wages have not kept pace with the other industries included in the general Canadian average.

We do not think that such a conclusion is sound. Unless the relation existing between wage rates in 1939 is known, it is quite impossible to use the above indices to establish the proposition that a greater percentage rise in one industry than in another or others establishes a state of deficiency in those showing the lesser increase. An industry already paying a high rate in 1939 might well not show as great an increase by 1952 as an industry in which the rate paid in 1939 was low. To bring the point closer to the matter in hand, in 1939, according to the Annual Review of Employment and Payrolls issued by the Dominion Bureau of Statistics in 1951, the annual average of weekly wages and salaries for all manufacturing industries was $22.79, as compared with the figure for steam railways of $30.17. The increase in the case of all manufacturing to 1951 was $28.46, as compared with an increase for steam railways of $27.51. To speak of the result in percentages only, namely, 125 per cent for manufacturing as compared with 91 per cent for steam railways, does not give the proper perspective.

It would therefore appear that, far from being an industry in which earnings in 1939 were low, steam railways were well ahead of manufacturing industries as a whole.

The fifth ground upon which the wage claim is put is that of increased productivity and efficiency on the part of railway employees in the performance of their duties, which they say has "nearly doubled during the last twenty years." They estimate that the productivity of the Canadian labour force has risen 85 per cent since 1939, and claim that railway employees are no exception. No basis, however, upon which measurement of increased productivity in the case of railway employees can be made is suggested other than what is described as admittedly "a very rough approach." On the basis of freight tons carried as related to the total number of employees (654 tons per employee in 1939 as against 757 tons in 1950), an increase of 15·8 per cent over 1939 is shown. As the employees themselves say, however, employee productivity is in reality the productivity of the industry as a whole, and other factors than the efficiency of the individual worker are also responsible for any increase in productivity. The ability of a worker to produce is determined by the conditions under which he works, the character and capacity of tools, machines or equipment, the amount of power with which he is supplied; the effectiveness with which management

organizes and supervises his movements; his hours of labour; and his own competency.

The employees refer to the fact that the percentage of the total payroll of the Canadian Pacific Railway charged to operating expenses in 1951, which was, according to the annual reports, 7·4 per cent smaller than in 1939, as "proof of the tendency of payroll expenditure to decrease in proportion to total expenditure." This is not a deduction which can be made for the purpose stated, however, for the reason that, as pointed out by the railways, the figures to which the employees refer show that in 1939 the percentage of total payroll charged to total operating expenses in the case of the Canadian Pacific Railway was 61 per cent and in 1941, 55·35 per cent. Although the figures fluctuated between 1941 and 1945, reaching a low of 51·76 per cent in that year, thereafter the figures increase to 56·45 per cent in 1951. It is said by the railways that the major reason for the drop from 1939 to 1941 was the adoption of depreciation accounting in 1940, resulting thereafter in regular depreciation charges to operating expenses in place of retirement charges made only when equipment was actually retired from the company's books.

On the part of the railways, two bases are suggested for the purpose of measuring increased productivity, the first being on the basis of traffic units, namely, a combination of revenue ton miles and revenue passenger miles, weighted according to the formula adopted by the Inter-State Commerce Commission of the United States. The second basis suggested is gross ton miles in the case of freight service. Similar figures in passenger service are not available. On the first basis of traffic units per man hour, the increase from 1939 to 1950 is 17 per cent, while the increase on the second basis of gross ton miles per man hour, is 12·1 per cent. The railways explain the difference between the two as being related to the very large increase in passenger business during and since the war. It is said that variations in passenger business can be handled with much less change in man hours worked than is the case with variations in freight business. However this may be, these figures do show a substantial increase.

The quotation from the employees' statement referred to above is, however, again applicable, namely, that the increase is attributable to all the factors in the industry. While the employees in the railway industry, as in any other industry, should be entitled to share with management and the public generally in productivity gains, there is no way of showing that, in view of the increase in real wages since 1939, they have not done so.

Coming to the sixth head of claim, the demand for an increase of 45 cents per hour for each and every employee, an increase on the average of 35 per cent, is to place the non-operating employee on the same wage scale as that which prevails on United States railways. As put by the employees, this demand is based on the "principle of equal pay for equal work," which is a reasonable and understandable principle where governing conditions are the same. For example, two men equally qualified, doing the same work in the same shop may reasonably expect to be remunerated on the same basis, and the same is no doubt true throughout a given locality. The evidence before the Board indicates, however, that this is a principle which is not always applied in fact throughout the length and breadth of this country where the going rates in urban centres may differ from those current in the same trades in less populous places. The same is true as between different geographical sections of the country.

In considering the question as to the adequacy or inadequacy of any particular wage rate or set of rates, some standard of measurement is necessary, and if the governing conditions were the same or reasonably similar, the standard furnished by the wage scale paid to American railway employees would no doubt constitute a standard by which the scale of wages paid to Canadian railway employees might well be judged. The question is as to whether or not the governing circumstances in the two countries are comparable.

The employees point out in the first place that, commencing in 1918 and for some years thereafter, equality as between the two countries did exist in that the scale of wages fixed by the McAdoo award in the United States was by Order in Council of the Government of Canada applied to all railway lines in Canada. The situation thus brought about arising out of conditions due to the war of 1914-1918 continued until 1922, and during this period both wages and freight rates in Canada followed a course generally similar to that obtaining in the United States, although the level of Canadian freight rates did not quite attain that in the United States. Since 1922 the history of wage and freight rate changes in the two countries has diverged. Without going into the matter in detail, it is sufficient to say that

after 1922 freight rates advanced in the United States, and since June 30, 1946, have amounted to an effective advance of 78·9 per cent. In the same period wage rate increases on United States railways have borne a close relationship to increases in freight rates.

On the other hand, from 1922 to 1948 there was no change in general freight rates in Canada although there were changes in individual rates made necessary by local conditions. Between 1941 and 1943 wages were increased by the wartime cost-of-living bonus which was followed by wage increases in 1944 and 1946, with the inclusion of the cost-of-living bonus in the basic rates in 1944. These were again followed by an increase of 17 cents per hour in 1948 and a further increase of 7 cents on August 31, 1950, with a reduction in working hours from 48 to 40 becoming effective June 1, 1951. Increased freight rates were also authorized in 1949, 1950 and 1952.

The employees point out that the Canadian railways now pay to the American employees of roads owned by them in the United States the American scale of rates, and further, that United States railroads operating in Canada pay their Canadian employees on the American scale. The employees also allege that certain Canadian steel companies have put into effect in their plants wage scales current in the steel industry in the United States. The unions take the position expressly that railway "revenues do not enter into wage determination," and that "railway freights and revenue are of no concern to" this Board. That is to say in effect, as we understand it, that the question as to whether or not the railways can obtain freight and passenger rates which would permit them to pay wages on the American scale is a matter to which this Board should pay no attention in passing on the claim for payment to these employees of a wage rate commensurate with the American scale. While a conciliation board, it is true, has nothing to do with the fixing of freight or passenger rates, it can scarcely be claimed that this Board should accept the mere fact of the payment by the American railways of a certain wage scale as conclusive of the propriety of the claim to payment of the same scale by Canadian railways.

When one comes to consider the per capita gross national product in Canada and the United States over any relevant period such as from 1946 to 1951, one finds that while the Canadian figure in the first of the years mentioned was $931 and rose in the last mentioned year to $1,440, the corresponding American figures were $1,509 and $2,123. All these figures are in American dollars. The Canadian economy is one based on the exchange of a number of primary or semi-processed products as against the importation of a large number of products produced outside the country. In 1951 the relationship of exports to gross national product was 18·4 per cent, whereas in the United States the corresponding figure was 4·6 per cent. Accordingly, to a much greater extent than is the case with the United States, Canadian prices are determined in a world market and not internally. The smaller domestic market for many of its products, together with the greater dependence on outside markets for the disposal of so much of its product, creates of itself a fundamental difference in the economy of Canada when compared with the United States, and provides an explanation for the higher level of wages in the latter country.

The unions point to the prosperity of the Canadian pulp and paper industry in support of their proposition that wage levels do not enter into "export possibilities" of Canadian products. That industry, however, is not free from the influence of world competition as was seen during the 1930's when it was depressed. The natural advantages of the industry in the way of supply and accessibility of raw materials and power may well help to explain its current prosperity and ability to pay wages which approach the American scale. In the month of March 1952, for example, the average hourly earnings of employees in the pulp and paper industry in Canada were approximately 10·4 per cent below the United States figure. The tobacco industry in Canada provides a similar illustration. The wage level in both countries in March 1952 was practically the same.

However, if one compared the corresponding figures for all manufacturing in Canada and the United States at the period mentioned, the American figure was some 28·3 per cent higher than the Canadian: the durable goods industry was 24·9 per cent higher; shipbuilding and repairing 40·5 per cent; automobile 21·4 per cent; electrical apparatus and supplies 21·9 per cent; machinery manufacturing 35·9 per cent; agricultural implements 18·7 per cent; transportation equipment 31·6 per cent; non-ferrous metals smelting and refining 12·3 per cent; chemical and allied products 27·9 per cent; rubber products

33·5 per cent; and coal mining 48·9 per cent—to give some examples only. It would appear that the governing conditions surrounding the various industries mentioned must be essentially different in the two countries.

Information furnished by the railways based on data applicable to the year 1951 shows that the population of Canada per mile of railroad was 328 as against the United States figure of 662, and that the relevant figure for eastern Canada was 527 as against 1,043 in the case of territory served by the New York Central Railroad and 1,106 in the case of territory served by the Pennsylvania Railroad. In western Canada the corresponding figure was 161 as against 367 in the case of territory served by the Chicago, Burlington and Quincy Railroad, the Great Northern and Northern Pacific Railroads. None of the named American railroads is a transcontinental railway as is the case with the Canadian National and Canadian Pacific Railways, but the American railways mentioned serve as a convenient example with respect to the situation in eastern and western Canada respectively.

Again the higher density of population in the United States as compared with Canada is reflected in the following figures:—

—	Revenue Frt Ton Miles per Mile of Road (000)	Passenger Miles per Mile of Road (000)	Operating Revenues per Mile of Road
			$
Canadian Railways	1,479	71	24,911
Canadian National (Lines in Canada)	1,427	67	24,312
Canadian Pacific Ry.	1,577	79	25,217
U.S. Class 1 Roads	2,862	153	45,994
Canadian National (Eastern Lines)	1,711	101	33,866
Canadian Pacific (Eastern Lines)	1,991	139	38,523
New York Central R.R.	3,813	377	75,233
Pennsylvania R.R.	5,414	478	103,139
Canadian National (Western Lines)	1,144	33	14,817
Canadian Pacific (Western Lines)	1,365	48	18,393
Chicago, Burlington & Quincy R.R.	2,111	94	30,212
Great Northern Ry.	2,168	71	29,827
Northern Pacific Ry.	1,716	48	25,228

Comparative revenue figures per mile of road in Canada and the United States in the period 1946 to 1951 show the following:—

Year	Freight Revenue per Mile of Road			
	All Canadian Railways	Canadian Nat'l. (Lines in Canada)	Canadian Pacific	U.S. Class 1 Roads
1946	12,558	11,904	12,769	25,406
1947	14,365	13,309	14,668	30,89[illegible]
1948	16,516	15,301	16,785	35,153
1949	16,504	15,484*	17,150	31,112
1950	17,895	16,859	17,983	34,544
1951	20,039	19,132	20,662	38,219
	Total Operating Revenues per Mile of Road			
1946	16,967	16,177	17,289	33,489
1947	18,556	17,364	18,857	38,104
1948	20,702	19,447	20,857	42,625
1949	20,866	19,844*	21,329	37,874
1950	22,311	21,268	22,244	41,862
1951	24,911	24,312	25,217	45,994

*Excluding Newfoundland district.

When one comes to consider the traffic handled per employee on railways in the two countries in the same period as above, the situation is as follows:—

—	Operating Revenues per Employee					
	1946	1947	1948	1949	1950	1951
	$	$	$	$	$	$
All Canadian Rys.	4,415	4,723	5,125	5,167	5,602	5,710
U.S. Class 1 Roads	5,612	6,424	7,291	7,198	7,762	8,144

The situation disclosed by the last mentioned figures is reflected in the relation of operating revenues to each dollar paid in wages given for the same period:—

OPERATING REVENUES RELATED TO EACH DOLLAR PAID IN WAGES 1946-51

Year	All Canadian Railways	Class 1 Railroads in the U.S.
	$	$
1946	1.99	1.92
1947	2.00	2.10
1948	1.89	2.13
1949	1.89	2.05
1950	2.01	2.16
1951	1.94	2.07

*Estimated

It will be observed that in the case of the Canadian railways each dollar spent in wages in the year 1951 produced less revenue than had been the case in 1946, notwithstanding the increases in freight rates in the interim.

The railways also point out that the Canadian railways labour under a further disadvantage with respect to American railroads in the generally higher cost of equipment, materials and supplies in Canada, and they state that, with respect to nine items which the railways were obliged to purchase in 1951, the cost to the Canadian railways exceeded by approximately $50,000,000 the cost of the same articles in the United States. The railways admit, however, that with respect to such items as ties and lumber, they enjoyed an advantage over American railroads in the same year to the extent of $1,650,000, but they say that with this exception and that of steel tires, costs to the Canadian railways of necessary supplies are in excess of the prices for which the American railways are able to purchase the same commodities, the percentage ranging from 6·5 for brake shoes to 61·7 for rolled steel wheels, while coal, the largest single item of consumption, shows an excess of 53·8 per cent. The result of the differing situations in the two countries is illustrated in the following table:—

OPERATING RATIOS OF RAILWAYS IN CANADA AND THE U.S.

Year	All Canadian Railways	U.S. Class 1 Roads	Can. Nat. (in Can.)	Canadian Pacific
1946	86·8	83·3	88·2	86·5
1947	88·0	78·3	91·9	87·0
1948	92·3	77·3	96·6	91·8
1949	92·6	80·3	96·9	91·9
1950	86·9	74·5	91·1	85·5
1951	89·9	77·4	94·4	88·9

The present request of the employees would involve a cost to the railways of $158,370,210. The total net operating income of the Canadian National and Canadian Pacific Railways in 1951 was $48,600,000.

There would appear, therefore, to be nothing in the above review of the Canadian economy as opposed to that of the United States to suggest that the railways industry in Canada should be able to operate on the same basis as the industry in the United States, from the standpoint of wage scales.

While at first glance, therefore, the American railway industry might seem to offer a reasonable standard by which the Canadian railway wage rate could be measured, the validity of any such comparison disappears on analysis. Governing conditions are not the same or reasonably similar, and accordingly, some other standard of measurement must be looked for.

In connection with the seventh head under which the unions state their claim, namely, "the deterioration of the economic position of the Canadian railway employees in relation to other Canadian wage earners," they state that

> During the last two decades a great change has taken place in the economic position of the railway employees within the general Canadian wage structure. Some decades ago the special skill, the great amount of responsibility and hazards connected with railway work received their proper financial recognition. Slowly the railway worker has lost all his gains. His remuneration has fallen below earn-

ings in other industries and his wage increases are smaller than those obtained by other workers in Canada.

We have considered this statement with respect only to the non-operating railway workers who are the concern of this inquiry. They look back to a time when their earnings were in excess of other industrial groups in the community. The present request is for the restoration of former conditions, but the point of view set forth in the paragraph quoted above does not inquire into the reason for the fact to which attention is drawn, namely, that "other workers in Canada" during the last two decades have received greater wage increases than the railway workers. In so far as the non-railway groups are called upon to exercise comparable skills and to measure up to comparable responsibilities, there would not appear to have been or to be any valid reason why the one should ever have had or should now receive more in the way of remuneration than the other. It surely cannot be a valid reason for now paying greater remuneration to the railway group, simply that its remuneration has been in fact greater than other groups in the past. It seems to us that if the non-operating railway employees receive or should be placed on a basis of comparable remuneration for comparable work vis-a-vis other groups in the community, the case of the railway worker cannot, in justice to the other groups or to the community as a whole, be put on any higher basis.

In elaboration of their point of view, the unions refer again to the increase in the index of the general average of wage rates of all industries in Canada between 1913 and 1952 in comparison with the history of the index of steam railway rates. It is sought to be contended on the basis of these figures that the wages of the railway workers have "lagged behind" those in other industries by some 53 per cent.

More specific comparisons are made between the increases since 1913 in certain named industries and the increases in the case of steam railways, and a similar comparison is made with respect to the period since 1939. For example, it is pointed out that in April 1952 the index of wage rates in the case of the logging industry stood at 251·3 over 1939, mining 232·5, manufacturing 266·2, construction 219·0, transportation and communication 218·7, laundries 237·2; while in the case of steam railways it was, as already stated, 207·4.

We have already pointed out the unsoundness of this argument and it is not necessary to repeat that discussion.

In the inquiry as to a standard furnished by industry outside the railway industry with which wage rates in the railway industry may be justly compared, it is obvious, as already indicated, that the criteria of comparison should include as far as is reasonably possible, such matters as similarity of work and working conditions, similarity in the proportions of male and female employees and skilled, semi-skilled and unskilled workers, as well as wide territorial distribution and regularity of employment.

With respect to the last mentioned, the parties are agreed that railway employment offers a high degree of security. The unions in their written statement say "Work on the railways becomes a family tradition, the son proudly follows his father in the same employment, the daughter works in the offices of the same company, and brothers and sons-in-law continue the family tradition." It is also said that "railway service is a lifetime career." The fact that such statements can be made indicates that in the past, at least, most railway occupations have offered stability of employment.

Railway occupations cover a wide range, from that of the skilled craftsman to the unskilled labourer, and the distribution of the employees is across the entire country, in areas where industry is concentrated and where wages generally are high, as well as in less concentrated or agricultural areas where rates are lower. For a majority of railway occupations, rates of pay, also, are uniform across the country, and where differences still exist, these are rather between eastern and western Canada than between larger and smaller geographical areas. The railway wage structure has been developed by collective bargaining over a long period of time and recognized relationships have been established between rates of pay for various occupations. As a result, the adjustment of any particular rate may be impossible without changing the rates of a number of occupations which may already compare favourably with rates paid generally in outside industry.

Again, the railways, by agreement with their employees, have, with respect to the mechanical trades, established one uniform rate for the fully-qualified craftsman rather than different rates for each trade, and less provision is made in the railway wage structure for grading craftsmen in different classes than is the practice in

outside industry. Accordingly, if the adequacy or inadequacy of each several wage rate within the railway wage structure is not to be tested by comparable particular rates in outside industry in the same area of the country (and the unions reject this approach), it is obvious that it cannot be said that the railway wage structure as a whole is inadequate because a particular wage rate in a particular area may be found to be deficient when compared with the rate paid for the same occupation in outside industry. The search for a standard of comparison of the non-operating railway employees as a whole must be answered by one which will furnish the same or similar diversity of occupation and wide-spread distribution throughout the country, as well as the other matters to which we have already referred.

In the arbitration under the Maintenance of Railway Operation Act, 1950, it was thought by the arbitrator that a proper standard of comparison was furnished by the durable goods industry, which comprises the following industries: Wood Products, Iron and Steel Products, Transportation Equipment, Non-ferrous Metal Products, Electrical Apparatus and Supplies, and Non-metallic Mineral Products.

The group of industries comprising durable goods includes the major heavy industries, particularly those based on iron and steel and the manufacture of equipment. It has a relatively low proportion of women workers and from this standpoint gives a comparison in keeping with the composition of the non-operating railway group which is largely male, except for office workers. Of approximately 143,000 non-operating railway workers, approximately 7 per cent are female. In the durable goods industry the corresponding figure is 10 per cent, although in the electrical goods industry, for example, female employees make up 28 per cent of the whole. The average earnings of durable goods employees have been consistently higher than non-durable goods, and higher also than the average of all manufacturing industries. While the present inquiry is concerned with the adequacy or inadequacy of "rates," the use of earnings for purposes of comparison is valid provided earnings are not distorted in the one case or the other by items not common to both.

Criticism of the validity of the comparison of railway earnings with earnings in the durable goods industry is made by the unions on the basis that in the former, salaried personnel are included, while in the latter, only hourly rated employees are included. It is said that the salaried railway personnel included in the railway figures are generally more highly paid than employees who are paid on an hourly basis. As put by the employees in their written statement:—

> The average earnings figures of railway employees are *brought up* by the addition of salaried employees, while the exclusion of salaried personnel in DBS statistics of durable goods industries brings the average figure *down*. The railways have also included in the average figure certain groups of clerks whose pay is *above* and outside the collective agreements.

The italicizing is ours.

This statement, however, involves a misconception, as the earnings figures in the case of the railway employees to which reference will be made does not in fact include the higher salaried employees at all. The salaried employees whose earnings are included in the railway figures have a lower average earning than the rest of their fellows among the non-operating employees. Accordingly, the inclusion of these salaried employees does not affect the railway figure in the way the employees contend, but, if anything, has a contrary effect. The situation in the durable goods industry appears to furnish an exact parallel in this respect in that, for example, in the figures for the week ending October 31, 1951 (a period when a particular study of the matter was made by the Dominion Bureau of Statistics), the average weekly earnings of office workers was $54.16 as against $56.36 for hourly rated employees. It is to the earnings of the hourly rated employees only that we refer for purposes of comparison.

It may be pointed out here also that the durable goods figures include what are known as "shift differentials," and that the figures are to that extent enhanced.

The use of the durable goods industry as a basis of comparison is also criticized by the employees on the ground that it includes the wood products industry. It is said that furniture making and work in saw and planing mills or in the making of miscellaneous wood products where semi-skilled or unskilled workers are employed and where the work is to some degree seasonal, renders the comparison inappropriate.

It is to be noted, however, that the railways themselves operate planing mills, the lumber being used in the construction and repair of railway freight cars, and the railways claim that they pay higher rates for this work than is paid in saw and planing mills generally.

The employees make a similar objection based on the inclusion in durable goods of the non-metallic minerals industry, which is composed of the clay products and glass products industries. The employees in this industry are, however, a comparatively small group, comprising in August 1952 some 20,000 out of a total of some 430,000 durable goods employees, and the average weekly earnings in the non-metallic minerals industry in August 1952 were $57.19, and in the durable goods industry as a whole, $57.43.

Objection is again made on the ground of the inclusion in durable goods of the electrical apparatus and supplies industry, for the reason that it is composed of 28 per cent female workers while there are only 7 per cent female employees among the railway group. However, the over-all percentage of female employees in the durable goods industry is 10 per cent. Moreover, the average hourly rate in electrical goods as at July 1, 1952, was higher than the average for the durable goods industry as a whole. Accordingly, the inclusion of electrical goods has an enhancing rather than a lowering effect on the durable goods figures.

Reference is also made by the employees to the award of 1950 in which the arbitrator made comment with respect to "motor vehicles, parts and accessories" which is one of the groups included in the transportation equipment industry. It is apparent, however, that in that comment, the arbitrator was dealing with a contention that railway earnings should be compared with earnings in the motor vehicles, parts and accessories industry alone, a suggestion not advanced in the present inquiry.

The employees also point to the fact that the transportation equipment industry (part of the durable goods group), includes "railroad and rolling stock equipment" which includes some non-operating railway employees. It is therefore said that, to the extent of this inclusion, the comparison is really a comparison of the same thing with itself.

In August 1952 the average weekly earnings of the transportation equipment worker were $58.85, while, as already mentioned, the corresponding figure for durable goods as a whole was $57.43. If one were to exclude the workers employed by the railway companies, the figure $58.85 would become $60.68, and the corresponding figure for durable goods would become $57.81 instead of $57.43. This is not an appreciable change.

It would not constitute a valid comparison for present purposes to compare non-operating railway workers with workers in any one of the industries comprising the durable goods group, and it is not proposed to do so. The proposed comparison is between non-operating railway workers and workers in the durable goods industry as a whole. In our opinion, such a comparison is a valid one. The durable goods industry, like the non-operating railway industry, is composed of skilled, semi-skilled and unskilled workers. While it is undoubtedly true that in some of the industries making up the durable goods group the proportions of skilled, semi-skilled and unskilled workers are different from the proportions in the case of the non-operating railway group, nevertheless, when the comparison is with the durable goods group as a whole, the proportions on balance do not appear to be greatly different. For this reason the inclusion of the industries objected to as above would appear valid. Furthermore, wood products and non-metallic minerals—more especially wood products—have the added advantage of wide geographic distribution not shared to the same extent by the other industries in the durable goods group. No other group of workers in the Canadian economy furnishes, in the opinion of the Board, a comparison which answers all the requirements as well as the durable goods industry. It may be observed that a Presidential board in the United States in 1948 also considered the comparison of durable goods to non-operating railway employees a proper one.

It is not without interest to observe the relation which has obtained in the United States in recent years between average hourly earnings in the durable goods industry and in the case of the non-operating railway employees, as well as with that prevailing in the manufacturing industry as a whole.

The following are the figures from 1946 to July 1952:—

TRENDS IN AVERAGE HOURLY EARNINGS OF NON-OPERATING RAILWAY EMPLOYEES AND EMPLOYEES IN DURABLE GOODS AND ALL MANUFACTURING IN THE UNITED STATES 1946 TO 1952

—	1946	1947	1948	1949	1950	1951	1952*
Non-operating employees	1.037†	1·100	1·224	1·501‡	1·511	1·683	1·747
Durable Goods	1·156	1·292	1·410	1·469	1·537	1·678	1·734°
All Manufacturing	1·086	1·237	1·350	1·401	1·465	1·594	1·649°

*July 1952.

†The non-operating employees in the United States went on a 40-hour week effective September 1, 1949. Non-operating employees used in the table cover 73 classes.

‡September 1949.

°Preliminary.

SOURCE: *Report to the President by Emergency Board,* appointed February 24, 1950, pursuant to sec. 10 of Railway Labor Act. No. 81, table 2, p. 35;

Hours and Earnings, Bureau of Labor Statistics, Washington and current data received from Railroad and Airline Wage Board, Washington.

From a somewhat inferior position in 1946, the non-operating railway worker in the United States has since attained parity with the worker in the durable goods industry. This fact would seem to be additional evidence that the comparison we propose to make in the present instance is not an unreasonable one.

On September 1, 1950, the average hourly earnings of the durable goods worker were 112·9 cents, the average hours worked per week were 41·5, and the average weekly earnings $46.85. On the same date the average hourly rate of the non-operating railway employee was 108·9 cents, the average hours worked 47·1 per week, and the average weekly earnings $51.29. On June 1, 1951, on which date the standard work week of the railway worker was reduced to 40 hours, the average hourly earnings of the durable goods worker had risen to 123·8 cents, while average weekly earnings were $52.12, average hours worked being 42·1. By August 1, 1952, the situation had become:—

—	Average Hourly Rate	Average Weekly Hours Worked	Average Weekly Earnings
Durable Goods	139·4	41·2	$ 57.43
Railways	130	41	54.30

The railway rate had, accordingly, by that date, fallen below the durable goods rate by 9·4 cents, but the offer of the railways of an increase of 7 per cent, which is equivalent of 9 cents per hour, would have equalized matters.

We think there is another element, however, which properly calls for consideration at this point. The railways placed in evidence a chart showing, on a quarterly basis, the average hourly earnings in durable goods since February 1945, as well as the average hourly earnings of the non-operating railway employees between major wage changes over the same period. In the railways' brief, in reference to this chart, the following paragraphs appear:—

120. It will be observed that prior to June 1, 1946, railway employees and Durable Goods Manufacturing were at approximately the same level. The effect of the wage increase of 10 cents per hour granted railway employees from June 1, 1946, was to push their wage rates substantially above Durable Goods. They were, however, overtaken during 1947 after wages had been freed of all controls. The increase of 17 cents per hour effective March 1, 1948, again established railway earnings above Durable Goods, but the subsequent rise in the latter eliminated this advantage. The increase of 7 cents per hour effective August 31, 1950, did not quite bring railway earnings up to Durable Goods, but the conversion to the 40-hour week June 1, 1951, pushed them above the level then current.

121. At the present time average hourly earnings of railway employees of $1.30 per hour compare with average hourly earnings for Durable Goods of $1·396 at June 1, 1952. The offer made by the railways of an increase of 7 per cent, which would average just over 9 cents per hour, was based largely on a comparison with the last figure then available for Durable Goods of $1·396 as at April 1, 1952. The effect of this offer would have been to bring hourly

earnings of non-operating employees practically in line with those of Durable Goods.

Since June 1, the figures in the durable goods industry have been as follows:—

	Hours	Cents per Hour
July	41·4	138·3
August	41·2	139·4
September	41·8	141·1

Since 1950, the upward movement in the durable goods industry has been at a fairly rapid rate. In December of that year, average hourly earnings were 116·4 cents. A year later the figure had become 134·6 cents. While in 1952, although the rate of increase declined, the trend continued upward from 136·4 cents in January to 141·1 cents in September. Further, there have been, during the past summer, a number of wage adjustments effected in substantial segments of the durable goods industry, and some of these have contained retroactive clauses. The effect of these agreements has not been, as yet, fully reflected in the published figures. For this reason, as well as for the reason that there will doubtless be further bargaining in the industry during the period to be covered by the railway contracts, we think it likely that further upward revision of the monthly figures may occur. There is the further known fact that in some of the wage settlements made this year provision has been made for deferred increases to become operative later this year and in 1953.

In view of the manner in which the paths of earnings in the durable goods industry and in that of the non-operating railway employees have, as the railways' chart shows, crossed and re-crossed in the past, and the likelihood of some continued upward movement in the former, we think it reasonable, in setting the increase for the non-operating railway employees with reference to the standard afforded by the durable goods industry, to give effect to the considerations just reviewed in order that earnings in the railway industry may be kept in touch with earnings in durable goods.

With these matters in mind and having regard to the increase required to maintain real wages since September 1, 1950, we think that an increase on the basis of sixteen cents per hour (leaving to one side for the moment the question as to a percentage or straight cents per hour increase "across the board") would be fair and reasonable for the purposes of the contracts now to be renewed. We think that this gives fullest effect to all the factors upon which the claim for increase has been or can be reasonably based. In using, as we have done, the durable goods industry as a basis of comparison, fullest effect will also be given to the unions' claim for "improvement". The proposed increase will, of course, for the present at least, place the railway worker in a more favourable position than the durable goods worker, but our proposal anticipates that the margin between the two will again close.

At first sight, the question might arise as to why the principle we have applied in assessing the increase required to maintain, as at September 1, 1952, the wage rate level established on September 1, 1950, in terms of constant dollars, should not also be applied in assessing the amount required to maintain the relationship between railway earnings and durable goods earnings over the same period. In other words, it might be suggested that if the percentage increase in the consumers' price index is to be applied to the railway rate established on September 1, 1950, to determine the rate which should obtain two years later, should not the percentage increase in the durable goods rate in the same period be applied to the 1950 railway rate to produce the proper 1952 rate.

The answer, in our opinion, is that employment of the consumers' price index is for the purpose of maintaining the level of wages throughout the period in terms of constant dollars, while the use of the standard afforded by earnings in the durable goods industry is for the purpose of maintaining railway wages, as nearly as may be, at the same level as earnings in durable goods, but the employment of that standard is not to maintain whatever accidental difference between the two may exist on any particular date, whether such difference should be in favour of the one or the other.

The employees have pointed out that the figures with respect to the durable goods worker do not include the value of such items as group insurance, sickness and accident insurance, hospital and medical aid, holidays with pay, and pensions, which obtain in the case of many industrial employees, and that is so. The railways also have, and have had for many years, pension plans, vacations with pay, and, something which is unique in the case of the railways, pass privileges in favour

of employees and their families. The railways do not have, however, the other benefits mentioned above. From this fact, the argument on the part of the employees is that there should be a corresponding increase in the wage scale of the railway employee to compensate for items lacking. In our opinion, however, the matter cannot be so dealt with. We think the only proper way is that benefits such as are above mentioned should be negotiated as such, and not included in the wage rate itself. As there has been no claim for any of these benefits as such, it is not possible to deal with the matter on the basis put forth.

Percentage vs. Cents per Hour

The present demand by the unions has been for an increase in the form of an equal amount in cents per hour to every employee. This is rested by them upon the nature of the basic wage structure and the interrelationship of the various rates of which it is composed. They contend that as a result of the unemployment which prevailed in 1939, the unskilled worker then had to accept a wage which was not related to the real value of his service. It is said that with the passing away of unemployment and the growth of competition in the labour market, the tendency was to reduce or eliminate what the unions regard as excessive wage differentials which had developed in less prosperous times. They point out that had all increases in the past been by way of percentage rather than by way of straight increases in cents per hour "across the board," the effect would have been to increase enormously the differentials established in slack times. Accordingly, they ask that any increase at the present time should again take the form of an equal amount in cents per hour to all workers.

The railways do not contend that all increases should invariably be on a percentage basis. They do say that, while all increases since 1939 have been on a cents per hour basis, at the present time it is important that in any increase to be granted that practice should not be continued.

The railways point out that during the late war, a cost-of-living bonus was instituted based on a weekly amount designed to protect the basic living standards of wage earners receiving not more than 50 cents per hour in 1939, it being considered that those receiving in excess of that amount could fairly be required to absorb some of the increase in living costs in a time of national emergency. Following the war, the National War Labour Board continued to authorize increases of a uniform amount per hour, a policy designed to protect basic living standards and at the same time to require those receiving more than the basic wage to absorb some portion of the increasing costs, thus limiting the inflationary effects involved in the war effort.

In the contention of the railways, this policy was governed by short-term conditions arising out of the war and the effects of the war, and they point to the resulting effects upon wage relationships as between various classifications of railway employees. For example, in 1939 a machinist's helper received 70·9 per cent of the rate payable to a fully-qualified machinist, whereas in 1952 this rate had advanced to 82 per cent. Again, an unclassified labourer in 1939 received 50·6 per cent of the machinist's rate, but in 1952 70·3 per cent, while the minimum clerical rate in 1939 was 54·4 per cent of the machinist's rate and in 1952 72·3 per cent. The result was that while the machinist's rate over the period increased by 94 per cent, a number of other rates increased all the way from 113·4 per cent to 244·9 per cent.

The railways have submitted evidence to show that up to the present time the effect of the uniform increases in cents per hour has not been to throw rates of pay of certain individual categories in railway service seriously out of line with rates payable in outside industry, but that a situation has now been reached where the rates paid to the skilled employee in relation to those paid to the less skilled are beginning to render the former unattractive and not worth the effort involved in qualifying for the higher rate. In the brief filed by the employees, the paragraph already referred to, in which reference is made to the fact that railway service is a lifetime career, contains this further statement:—

> It is therefore most important that the financial prospects should be attractive, both for the entrant and for those already in the industry. At present, however, new skilled labourers are not attracted to the industry.

It is true that this paragraph relates to the employees' contention that all railway wages are low when compared with that which ought to prevail, but the statement quoted agrees significantly with the situation as seen by the railways and rather

points to a conclusion that the differentials between skilled and unskilled rates ought not, at present at least, to be further narrowed.

These considerations and the fact that real wages have been impaired by 11·3 per cent since September 1950, would justify making the entire increase we propose in the form of a percentage, but we think that the change from the practice of former years might well not be made in one step. We therefore recommend that existing rates be increased by 7 per cent plus seven cents (the equivalent of 16·05 cents).

Escalator Clause

The demand for the inclusion of an "escalator" or cost-of-living clause in the new agreement has for its background the history of a climbing cost-of-living index since 1939 and its effect upon each wage increase almost immediately after the same had been negotiated. The employees refer also to the fact of the inclusion of such a provision in wage agreements in outside industry in Canada in the past few years. In particular, they refer to what might be called a sample of such agreements received by the Department of Labour during the first eight months of 1951. Approximately one-fifth in number of these agreements covering 40 per cent of the 374,000 workers involved included some such clause. The employees also point to the fact that as of March 1, 1951, a clause of this character has been included in the agreements reached by the eastern railroads in the United States, which railroads include the American branches of the Canadian National and Canadian Pacific Railways.

While it is true that the cost-of-living index in Canada advanced from January 1939 to January 1952 to a level of 191·5 points, since the last mentioned date, however, the index has fallen to 186·5 on September 1, 1952, and to 185 on October 1. The corresponding figure for the consumers' price index is 116. As to the agreement made by the American railroads in 1951, it is to be observed that the term of that agreement was from March 1, 1951, to October 1, 1955, while the agreements here under consideration are for one year only, of which something less than 10 months is at this date left to run. It would seem, therefore, that a clause of this character is inappropriate in a short-term agreement at such a time as the present when the trend of living is downwards.

Union Shop and Check-off

In connection with this demand, the employees point out that in 1952 the Carriers Conference of the eastern United States railways concluded an agreement with fifteen of the seventeen unions who are before this Board, providing for a form of union shop and check-off of union dues, and that the Canadian National and Canadian Pacific Railways are parties to this agreement with respect to their branch lines in the eastern United States. It appears that the railroads in other parts of the United States have not as yet such a provision in their agreements with their employees.

The employees here concerned also point to the provisions of Section 10 of the Industrial Relations and Disputes Investigation Act, under which the certified bargaining agent bargains collectively on behalf of all the employees, and that thus the working conditions of non-union as well as union members are affected by the agreements so brought about. The unions complain that employees who do not become union members, in effect, take the benefits flowing from the collective bargaining conducted by the unions, without sharing the cost, and that the only source of funds with which the unions may carry on these activities is membership dues.

With respect to the check-off, the unions point out that the railways already deduct a large number of items from each individual pay-cheque covering a variety of matters, and that, therefore, the deduction of union dues should not be a matter which can be reasonably objected to. They point also to a trend in industry toward some form of union shop and check-off, and indeed the railways admit that there is a trend in that direction. The unions also contend that under Section 6 (1) of the statute already referred to, Parliament has authorized the inclusion in collective agreements of a union shop clause. It is contended that this section expresses public policy on the matter and that a board such as this Board ought not to do otherwise than report in favour of this demand.

In answer to these contentions the railways refer to the fact that under the union shop provision here in question, willingness on the part of an applicant for employment with the railways to become a member of one of the unions here concerned would become a prerequisite to employment, and refusal to join would automatically involve discharge, regardless of the length of service or the fitness of the employee to perform the duties of his employment. It

should perhaps be said that the unions' proposal is not merely to affect employees hereafter entering the railways' employ, but all existing employees as well.

The railways say that under existing agreements with the unions, the latter have the right to make a grievance of the discharge by the railways of any employee, which grievance then becomes the subject of review under the appropriate machinery provided by the collective agreements. Under a union shop clause, however, the discharge of an employee, once he has been deprived of his membership under the provisions provided by the constitution of the unions themselves, is automatically required of the railways without any right of review in which the railways have any part. Thus there is a lack of mutuality in the two provisions.

The railways also contend that from the standpoint of the employee, the latter, under a union shop agreement, would lose his present right of protest by resigning from the union in the event of disagreement on his part with the policy adopted by the majority on any question, as resignation from the union would involve discharge from his employment.

The railways emphasize the loss of freedom of the person and the substitution of compulsion which would be involved in acceptance on their part of the union shop, and they are unwilling, not only from their own standpoint but as well from that of their employees, to agree to such a provision. The railways agree that, in the interests of good labour relations, unionism among their employees should be strong and stable, but in their view, unions remain thus by so acting that the employees will become and will remain members of the union as a result of a conviction that their interests are being served by membership in a union, and that the union itself will be a better instrument of service to the employee if it has to depend upon demonstrating its service rather than upon compulsion. The railways contend that the existence of the so-called "free-rider" is a lesser evil than the loss of personal freedom which would inevitably follow adoption of the union ship. They cite specific instances of long term employees, who declined for reasons of their own to become union members, who had to be discharged for that reason, upon the institution in other industries of the union shop.

Like the unions, the railways point to the Industrial Relations and Disputes Investigation Act, but draw a different conclusion as to the public policy therein laid down. They point to Section 3 which preserves to every employee the right to membership in any trade union, and to Section 4 (2) (b) under which the employer is prohibited from imposing any condition in a contract of employment which seeks to restrain an employee from exercising his rights under the statute. They accordingly contend that as Section 6 (1) operates only with the consent of the employer, in the absence of such consent, the policy of the statute is to leave the employer complete freedom of choice in the matter.

If our appreciation of the fundamental basis of the desire for the union shop be correct, it is the sense of injury cherished by the union member toward those who stand outside the membership but who, nonetheless, along with the union member, reap the benefits unavoidably accruing to all employees from the activities of the union, without in any way contributing to the expense involved in the maintenance of the union. Such a sentiment is natural and understandable. At the same time we find it difficult to believe that of the 143,000 non-operating railway employees, some 10,000 to 15,000 are actuated by no other motive in refraining from becoming union members than a desire to profit from the work of others without cost to themselves. So far as the evidence goes, it rather indicates that refusal to join may stem from a variety of motives.

To give effect to the union proposal would be to substitute compulsion for effectiveness in the interests of the employees as a basis for attracting members. So far as we know, the only organizations in our democratic society in which membership has been made a condition of the right to work, are those with respect to which the legislature has by statute so stipulated, in the public interest and for its protection against loss or injury which might otherwise be occasioned by incompetence. Examples are afforded in the case of the various professions. The statute which is here in question, namely, the Industrial Disputes Investigation Act, does not so provide. Employees are left free by the statute to join one or more unions as they see fit, or not to join any union, save that the employer "may" agree to a term in a collective agreement "requiring as a condition of employment membership in a specified trade union or granting a preference of employment to members of a specified trade union"; Section 6 (1). The statute, however, carries the matter no further. If the

employer does not see fit to agree to such a term, the statute imposes no compulsion to that end upon either him or his employees. Therefore, for a board of the character of this Board to say that the employer ought to agree to such a term would be to go further than the legislature itself has seen fit to go. Such a statement by the Board would undoubtedly involve a finding in the present case that the grounds upon which the attitude of the railways is based are entirely inadequate and unreasonable, a finding we do not think we could make. However that may be, we think that the statute, properly understood, precludes, in the circumstances of the present case, a clause of the character here under consideration. The following sections are relevant:—

3. (1) Every employee has the right to be a member of a trade union and to participate in the activities thereof.

4. (2) No employer, and no person acting on behalf of an employer, shall

(a) refuse to employ or to continue to employ any person, or otherwise discriminate against any person in regard to employment or any term or condition of employment because the person is a member of a trade union; or

(b) impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under this Act. . . .

6. (1) Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union.

(2) No provision in a collective agreement requiring an employer to discharge an employee because such an employee is or continues to be a member of, or engage in activities on behalf of a union other than a specified trade union, shall be valid.

The respective constitutions of a number at least of the unions here in question provide that no member may hold membership in any other railway labour organization admitting to membership the same classes of employees, or any other organization or alliance that is dual to any of the purposes of the union.

The proposed union shop clause, so far as relevant, is as follows:—

All employees now or hereafter employed in any work covered by the rules and working conditions agreement between the parties hereto shall, as a condition of continued employment in such work . . . become members of, and thereafter maintain membership in good standing in, the organization party to this agreement,

with the following proviso, which has two branches, namely,

That such condition shall not apply with respect to

(a) any employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member;

(b) any employee to whom membership was denied or terminated for any reason other than failure of the employee to tender the periodic dues, initiation fees and assessments (not including fines and penalties) uniformly required as the condition of acquiring or maintaining membership.

The insertion of this clause in a collective agreement between the railways and the unions obligates the railways (1) to require from their employees their agreement to join a particular union, an agreement which, by virtue of the provision in the union constitution already referred to, involves an undertaking not to join any other union, and (2) to discharge them if they refuse. This is the very thing which the statute, by Section 6 (2), prohibits.

To require each employee to join such a union calls for an offer on his part to become a member on the basis of the union constitution, which becomes a fundamental part of the contract of membership. It is obvious that there can be no reason for "denial" of any such application when accompanied by the required dues, and that therefore any suggestion that the situation is saved by the existence of the second branch of the proviso to the proposed clause is groundless. It is out of the question for an employee to offer to join such a union and at the same time to stipulate that, contrary to the constitution, he shall have the right to remain or become at any time during his membership a member of some other union. That would not be an offer to join that union at all. If such a thing were possible, an

employee could propose membership containing any reservation he saw fit, and thus avoid the penalty of discharge by going through the form of offering to join on his own terms. There can be no membership but membership upon the one footing, namely, that provided for by the constitution. Accordingly, in our view, the proposed clause, being contrary to the express terms of subsection (2) of Section 6, is invalid and one which the railways are precluded by the statute from entering into. Writing the proposed clause into the collective agreement automatically writes into it the union constitution. Any suggestion, therefore, that the latter may be "severed" from the former is, in our view, out of the question.

We therefore think that the statute precludes a clause of the nature of that here proposed in any collective agreement with a union the constitution of which contains a provision of the character under discussion.

Check-off

With regard to the check-off, the Board is of opinion that, as every employee now has the same right as any other creditor to assign the whole or any part of any debt, present or future owing to him, the proposed clause is one that should properly form part of the new agreements.

Emergency Clause

This clause owes its inception to the suggestion of a government official prior to the settlement of 1950. The suggestion arose out of the world situation which then existed. The Board does not think that sufficient reason now exists for the continuance of this clause.

Contract Term

Should it be open to us, upon the terms of reference, we would recommend that the term of the new contracts should run from the date of ultimate agreement between the parties, in view of the fact that less than ten months now remains of the new contract term.

Negotiations for Settlement

In addition to the other duties which the statute imposes upon a board of this character, it is provided by Section 32 (1) that

> A conciliation board shall, immediately after appointment of the chairman thereof, endeavour to bring about agreement between the parties in relation to the matters referred to it.

During the hearings at Montreal, the Board suggested to the parties before it that each should appoint a small group, the railway group to meet with the chairman of the Board and the nominee of the railways on the Board, and the union group to meet with the chairman and the nominee of the unions on the Board. It was thought that, under such an arrangement, in the initial stages at least, the parties would feel more free to discuss possible terms of settlement. Two meetings with each of these groups were accordingly held, at the first of which in each case the Board members present explained that it was the desire of the Board to carry out the obligation placed upon it in this regard by the statute, and to do so in any way possible. It was suggested to each of the small groups representing the respective parties that they should obtain instructions from their principals as to how far each was prepared to go toward settlement, and that at a later meeting in each case the Board members should be informed so that the area in dispute might be surveyed and, if possible, a basis of settlement reached.

At the second meeting with the railway group, the Board members were apprised that the railways would not stand on their 7 per cent offer if the unions were prepared to negotiate within some area which would take into account the amount required to bring the date settled in 1950 in line with the rise in the cost of living since that time, and having regard also to the current rate in the durable goods industry. The Board members meeting with the employee group on the second occasion were advised by that group, however, that they had no suggestion to make.

Accordingly, the matter of a possible settlement had to be left in this position.

Dated this 21st day of November, 1952.

Respectfully submitted.

(Sgd.) R. L. Kellock.
(Sgd.) Paul S. Smith.

To the Hon. Milton F. Gregg, V.C.,
Minister of Labour,
Ottawa, Ontario.

Appendix 1.

Employee Organizations
represented before
Railway Conciliation Board
1952

International Association of Machinists
Order of Railroad Telegraphers
Brotherhood of Maintenance of Way Employees
Brotherhood of Railway and Steamship Clerks, Freight Handlers, etc.

International Brotherhood of Firemen and Oilers, etc.
International Brotherhood of Electrical Workers
Commercial Telegraphers' Union
Brotherhood of Railway Signalmen
Canadian Brotherhood of Railway Employees and Other Transport Workers
Brotherhood of Express Employees
Brotherhood of Sleeping Car Porters, Train Chair Car, Coach Porters and Attendants
International Brotherhood of Blacksmiths, Drop Forgers and Helpers
International Brotherhood of Boilermakers, Iron Ship Builders and Helpers
United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry
International Moulders and Foundry Workers Union
Brotherhood of Railway Carmen
Sheet Metal Workers International Association
Division No. 4, Railway Employees Department, American Federation of Labour

Appendix 2.

Railways represented before Railway Conciliation Board 1952

Canadian National Railways
Canadian Pacific Railway Company
Ontario Northland Railway
Toronto, Hamilton and Buffalo Railway Company

Minority Report of Board Member David Lewis

To the Hon. Milton F. Gregg, V.C.,
Minister of Labour,
Ottawa, Ontario.

Sir:

With great regret, I do not find it possible to agree with the recommendations made in this case by my colleagues. My regret is the greater because I fully appreciate the importance of finding a basis for settling the dispute.

The increase in wages which my colleagues recommend is, in my respectful view, substantially lower than is justified by all the facts and circumstances of this case. The majority recommendation of 16 cents per hour is only 1 cent more than the increase demanded by the rise in the cost of living, calculated on the basis of the new Consumers' Price Index. It is my considered conviction that a recommendation which gives the employees concerned in these proceedings only one cent more than the adjustment necessary to make up their loss consequent upon the increase in their cost of living, fails to take into account the many other, and equally important, factors which should govern this case.

Similarly, I cannot find any justification for refusing to recommend an adequate form of union security to the unions here involved, at a time when the trend toward increasing union security in all industry is striking and unmistakable. The history of the railway unions, dating back half a century, is one of consistent responsibility. To deny such labour organizations a measure of union security which has in fact been granted to numerous trade unions in other fields is, in my respectful submission, unjustified and unjustifiable. It is all the more so when both the Canadian National and the Canadian Pacific Railways are parties to collective agreements in the United States which grant to their employees across the line precisely the union security provisions which the unions here requested for their Canadian members.

Wages

Myths die hard. The myth that railway workers are particularly highly paid is no exception. I have no doubt that it is a myth and a false one. The evidence placed before the board proved to my satisfaction that, as far as the 143,000 and more employees involved in these proceedings are concerned, they are behind rather than ahead of their fellow-workers in other basic industries.

The Railways informed the Board that the average hourly earnings for these employees is $1.30 per hour. It is to be noted that these are their *average* earnings. The unions informed us that in the basic steel industry the labour rate is $1.43½ per hour; the middle rates ranging from $1.71 to $1.76 per hour. In the case of Massey Harris, the base labour rate is $1.37 per hour and the average earnings are $1.71 per hour. Consolidated Mining and Smelting, owned by the CPR, pays the common labourer a rate of $1.48 and the average for its employees is $1.66. The base rate for employees of the Toronto Transportation Commission is $1.51.

I have no doubt that these examples could be multiplied many times. It is a fact that in the organized sectors of basic and important industry in Canada, the *lowest labour rates* are higher, and in some cases substantially higher, than the *average*

earnings of the railways employees here concerned. This, in my view, is the key to a proper analysis and understanding of the issues involved in these proceedings.

Furthermore, the non-operating railway employees have lagged behind in other respects. They won the forty-hour week only in June, 1951, and that after a strike. Moreover—and this was shocking news to me—they enjoy only two of the accepted fringe benefits in industry. They get annual vacations with pay of one week up to one year, 7 days up to three years and two weeks after 5 years of service. And the railways have a contributory pension plan.

However, the employees *do not have any paid statutory holidays.* Only if they work on such holidays do they get paid, although at the rate of time and a half. There are no shift premiums. Perhaps most important of all, *there is no health and welfare insurance plan for them,* not even a contributory one.

The railways made a great deal of the free transportation privilege which is accorded to their employees. I should not wish to belittle this benefit; it is certainly of value to employees who have occasion to travel. However, there are three comments that may fairly be made.

First, the rules governing the free transportation privilege to employees provide safeguards against the use of this privilege interfering with revenue-producing traffic.

Secondly, and for this reason, the benefit does not cost the railways anything.

Thirdly, this form of benefit is common in most other industry. Employees of large retail establishments and in consumer goods industries commonly receive reductions for purchases made by them from their employers

The conclusion is therefore inescapable, to my mind, that the free transportation privilege does not set the railways apart from other industry and is not a cost to them. It is therefore not the kind of benefit which may fairly be considered in a discussion of fringe benefits generally.

As far as the annual vacations are concerned, the scheme of the railways is certainly not at the top of the list. It is true that slightly more than one-half of the durable goods workers receive two weeks after five years. It is, however, also true that about a third of the employees in the group enjoy two weeks' vacation after one, two or three years of service, instead of five. And it is also true that a growing portion of Canadian industry provides vacations of three weeks after fifteen, twenty or twenty-five years of service, while there is no three-week vacation for any of the non-operating employees. It is, therefore, clear that the vacation plan of the railways is, at best, no more than the average in Canadian industry and is certainly not an advanced plan.

Paid statutory holidays are standard in present-day collective agreements. Thus some 73 per cent of the employees in the durable goods industries covered in a survey made by the Department of Labour as at October 1951, were paid for six, seven, eight and nine statutory holidays, although not worked.

Only 13 per cent of the employees in this group did not enjoy this benefit, the remaining 14 per cent received from one to five paid holidays. In the same group of industries, and on the same date, over 85 per cent of the employees had some form of health and welfare insurance plan.

The above simple facts should once and for all lay the myth that the railways employees are in the vanguard with regard to wages and the like. They may have been at one time, they are no longer ahead of other basic industry. On the contrary, they have begun to lag behind, clearly and shockingly.

For this trend I can find no justification, and I believe it to be the nation's duty to halt it. The railways comprise one of the most essential industries of the country. One of the two major systems is owned by the Canadian people; the other came into existence as a result of huge monetary and land grants by the nation. One frequently hears a remark which is as amusing as it is revealing. It is said that the Canadian people own the CNR but have not paid for it; but that they have paid for the CPR and do not own it. Historically, this is not too exaggerated a description.

Railway employment requires skill and a great sense of responsibility. The hours of work must be adjusted to the demands of freight and passenger traffic, and to the inconvenience of employees. Many of the workers concerned here have to meet the public, whether in the station, the ticket office, the express office, the dining car or the sleeping car.

Certainly there are compensations. Employment on the railways has more security, although during the thirties railway workers suffered lay-offs and wage cuts like their brothers. A job on the railways also has an honourable status in the labour force of the country. But these are reasons

for more, not less consideration. It is not the custom in our civilization to pay less for higher regarded labour.

In view of all the above factors, it is impossible to justify the levelling down process which has latterly characterized the wages of non-operating railway employees. This is the more reprehensible since the Canadian people have a direct interest in and control over the railway industry, and the unions before us have enjoyed a half-century of collective bargaining.

One of the grounds on which the Unions based their demand for a 45 cent hourly increase was to achieve parity with wages of similar groups on the United States Railways. Both sides of the dispute spent a great deal of time analysing the relevant considerations. The Railways presented many arguments in opposition to the request for parity which have been adequately summarized in the Majority Report.

It is worth noting, in passing, that the Railways have set six and one-half per cent as an objective for the return on their net investment. Their sole justification for this rate of return for Canadian Railways is that a similar rate has been set for American Railways by the United States Interstate Commerce Commission. The Unions are, in my view, justified in chiding the Railways about their double standard in this respect. If the Railways' submissions are valid, that the differences in the two economies do not justify parity of wages, then surely it follows that these same differences cannot justify parity in return to capital. If, on the other hand, the Railways feel they are right in asking the same rate of return in spite of the differences, then they cannot successfully oppose the employees' request for the same wages. I appreciate that this does not meet the merits of the problem, but it does puncture the air of righteousness with which the railways rejected the employees' demands.

However, a study of the growth of the economies in the United States and Canada since the end of the last war reveals striking and conclusive facts which fully justify the unions' protest against the size of the disparity between railway wages in the two countries.

It is undoubtedly true that the per capita wealth in Canada is considerably lower than the per capita wealth in the United States. It is also true that by and large Canadian wages and salaries, as well as other income, tend to be lower than in the United States. These are some of the facts on which the Railways founded their attack on the request for parity of wages for one group of Canadian workers.

However, there are other equally relevant facts. Some of them are graphically presented in the following tables 1 to 10. These tables cover, some in total amounts and some in per capita calculations, the accepted indices for the measurement of economic growth of a country. They compare the economic growth in Canada and in the United States from 1946 to 1951 inclusive. They are, in other words, a measure of the rate of growth in the two countries since the end of the second World War.

1. GROSS NATIONAL PRODUCT 1946-51 IN MILLIONS OF DOLLARS

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	12,026		211,110	
1947	13,768	14·48	233,264	10·48
1948	15,613	29·83	259,045	22·70
1949	16,462	36·89	258,229	22·32
1950	18,122	50·69	284,187	34·63
1951	21,241	76·62	329,232	55·95

2. NET NATIONAL INCOME AT FACTOR COST 1946-1951 IN MILLIONS OF DOLLARS

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	9,821		180,286	
1947	10,985	11·85	198,688	10·20
1948	12,560	27·88	223,469	23·95
1949	13,194	34·34	216,259	19·95
1950	14,555	48·20	239,170	32·66
1951	17,229	75·43	277,554	53·95

3. GROSS DOMESTIC INVESTMENT 1946–1951 (EXCLUDING BUSINESS INVENTORIES) IN MILLIONS OF DOLLARS

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	1,398	.....	22,619	.....
1947	2,121	51·71	30,984	36·98
1948	2,685	91·06	37,664	66·51
1949	2,968	112·30	35,947	58·94
1950	3,216	130·04	44,878	98·49
1951	3,807	172·31	48,179	113·00

4. TOTAL SALARIES AND WAGES (EXCLUDING AGRICULTURE) IN MILLIONS OF DOLLARS

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	5,025	.....	108,548	.....
1947	5,878	16·91	120,078	10·62
1948	6,794	35·20	131,143	20·82
1949	7,359	46·45	130,316	20·05
1950	7,838	55·98	142,688	31·45
1951	9,143	81·95	166,761	53·63

5. INDEXES OF INDUSTRIAL PRODUCTION 1946–1951 (1935=100)

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	159·2	.....	170	.....
1947	175·5	10·23	187	10·00
1948	181·5	14·01	192	12·94
1949	184·3	15·76	176	3·53
1950	198·3	24·56	200	17·65
1951	212·0	33·16	219	28·82

6. GROSS NATIONAL PRODUCT PER MEMBER OF THE LABOUR FORCE 14 YEARS OF AGE AND OVER

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	2,514	.....	3,670	.....
1947	2,812	11·85	3,877	5·64
1948	3,152	25·38	4,216	14·88
1949	3,250	29·28	4,158	13·29
1950	3,507	39·49	4,504	22·72
1951	4,061	61·53	5,236	42·67

7. NET NATIONAL INCOME PER MEMBER OF THE LABOUR FORCE 14 YEARS OF AGE AND OVER

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	2,053	.....	3,134	.....
1947	2,243	9·25	3,302	5·36
1948	2,535	23·47	3,800	21·25
1949	2,605	26·88	3,482	11·10
1950	2,816	37·16	3,790	20·93
1951	3,294	60·44	4,414	40·84

8. GROSS DOMESTIC INVESTMENT PER MEMBER OF THE LABOUR FORCE 14 YEARS OF AGE AND OVER

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	292	.....	393	.....
1947	433	48·29	515	31·04
1948	542	85·61	613	55·98
1949	586	100·68	579	47·33
1950	622	113·01	611	80·91
1951	728	149·31	766	94·91

9. TOTAL NON-AGRICULTURAL WAGES AND SALARIES PER MEMBER OF THE LABOUR FORCE 14 YEARS OF AGE AND OVER

Year	Amount	Canada Per Cent Rise Over 1946	Amount	United States Per Cent Rise Over 1946
1946	1,050	.....	1,887	.....
1947	1,200	14·28	1,996	5·77
1948	1,371	30·57	2,134	13·08
1949	1,453	38·38	2,098	11·18
1950	1,517	44·47	2,261	19·82
1951	1,748	66·47	2,652	40·54

10. GROSS DOMESTIC INVESTMENT AS PERCENTAGE OF GROSS NATIONAL PRODUCT 1946–1951

Year	Canada	United States
	p.c.	p.c.
1946	11·6	10·7
1947	15·4	13·3
1948	17·2	14·5
1949	18·0	13·9
1950	17·7	15·8
1951	17·9	14·6

The relevant columns in the above tables are the ones showing the percentage increases over 1946. They disclose that on every index of economic growth, whether in total amounts or in per capita amounts, the rate of growth in Canada since the end of the second World War has been substantially greater than the rate of growth in the United States. Furthermore, this is true not only for the period as a whole, but year by year. In fact, even in 1949, the year in which the United States suffered a slight recession, the Canadian economy continued to show consistent advance.

What the above tables clearly show is that since the end of the second World War, the gap in economic development and wealth between Canada and the United States has been steadily narrowing. In absolute figures Canada is still below the United States. In relative terms, however, our rate of increase has for the past six years been substantially higher. This must be a matter of pride for every Canadian.

But what has happened to the gap between Canadian and American Railway wages during the same period? Non-operating Railway employees in the United States received, from 1946 to July 1952, increases totalling *67 cents* per hour, plus a 20 per cent adjustment for reduction of the standard work week to 40 hours. On the other hand, non-operating Railway Employees in Canada received during the same period increases totalling *34 cents* per hour, plus a 20 per cent adjustment for reduction of hours. In short, the disparity between the wages of the said employees in the United States and their counterpart in Canada increased by 33 cents from 1946 to the present.

Thus, at the same time that the gap between the Canadian economy and the American economy substantially narrowed, the gap between Railway wages in Canada and Railway wages in the United States widened. This cannot, in my view, be justified on any basis. Surely it was to be expected that as the disparity between

the two economies narrowed, the disparity in wages of employees would also narrow; that at least it would not increase. In fact, as has been shown, the disparity in railway wages has increased to a shocking extent.

Of particular relevance are Tables 4 and 9 above. The first gives the totals of non-agricultural salaries and wages year by year from 1946 to 1951; the second gives the per capital non-agricultural salaries and wages covering the same period. In both tables the rate of increase for Canada is strikingly greater than that for the United States. When we reach the year 1951, the increases over 1946 for Canada are 81·95 per cent and 66·47 per cent as against 53·63 per cent and 40·54 respectively for the United States.

What these two tables graphically disclose is that the gap between Canadian and American wages as a whole has been steadily narrowing at an encouraging and significant rate. Railway employees have a right to feel resentment and indignation that at the same time the disparity in their own wages has been as steadily increasing.

This fact is further illustrated in one of the exhibits filed by the Railways. This exhibit compares the average hourly earnings for Canadian and United States employees in Steam Railways, manufacturing as a whole, durable goods as a group, and a number of individual industries. It also shows the percentage by which American wages exceed Canadian in every case.

The striking fact which emerges is that the percentage by which Railway wages in the United States exceed those in Canada is the third highest in the entire Exhibit. Only Coal Mining and Leather and Leather Products show larger differences. American Railway wages are higher than Canadian by 45·4 per cent. Wages in manufacturing as a whole in the United States are higher than in Canada by 28·3 per cent, and wages in the Durable Goods industries show a disparity of only 24·9 per cent. In other words, the difference between American and Canadian Railway wages is 17·1 per cent higher than the disparity in wages for all manufacturing and 20·5 per cent higher than the gap in wages for the Durable Goods industries.

The facts disclosed by the tables and exhibits referred to show that Canadian wages generally have advanced in some relation to the economic growth, particularly as compared with the rate of progress in the country to the south of us. Railway employees, however, have not only not shared in this advance, but their relative position has actually worsened.

It is impossible to draw any other conclusion from the above facts than that Railway wages have not kept pace with the advance in the Canadian economy. Whatever justification there may be for some differential between Canadian and American wages, there is no justification whatever for the disparity in railway wages having grown substantially during a period when the disparities in the economy as a whole and in wages as a whole were decreasing.

From the incontrovertible facts which have been analysed, it is impossible to draw any other conclusion than that the Unions' demand for parity with American wages is fully and thoroughly justified, at least to the extent to which the differential has grown since the end of the second World War, that is to say, to the extent of 33 cents per hour. If my final recommendation is somewhat lower, as it will be, it is because I realize that it is not possible to apply comparisons of this sort or of any other sort mechanically.

Before dealing with the basis for the increase which, in my view, should be recommended, it is necessary to comment briefly on a few other matters because of their importance to any discussion of Railway wages.

In their presentation to the Board, the Railways did not deny the Union contention that there have been increases in efficiency and productivity in the railway industry, but they did seek to minimize their extent. To my mind, there is no doubt that there has been a substantial increase in productivity and a reduction in unit cost in Railway services as in all industry. This has, in fact, been admitted by Railway spokesmen on other occasions.

In an address at the Annual Dinner of the Canadian Railway Club in Montreal delivered on February 1, 1952, Mr. E. A. Bromley, Vice-President of the Canadian National Railways, stated

> During the past twenty years in fact, our efficiency has doubled. . . . It is true that our efficiency of operation is steadily increasing and we are making steady progress in the improvement of Railway facilities and equipment.

Giving evidence before the Board of Transport Commissioners on September 24,

1952, Mr. F. V. Stone, head of the Department of Research of the Canadian Pacific Railway, stated

> Our rail costs are coming down over the long time because there has been an increase in the efficiency of Railway Transportation.

It is generally difficult to measure productivity and it would seem to be particularly difficult to measure it in the case of Railway services. However, there was no reason to assume that there had not been progress in Railway productivity and the above statements of authoritative spokesmen for the two Railways fully support the contentions of the Unions that that increase has been significant and substantial. It is surely an established principle in Western democracies that the employees of industry are entitled to share in technological advance. This is another reason why I cannot conscientiously agree with a recommendation which provides only one cent above the amount required by the rise in the cost of living.

The Railways also, and quite properly from their point of view, emphasized the growing competition from road, air and water transport. No one would wish to minimize this problem. However, the unions gave two replies, each of which deserves attention.

They pointed first to the testimony on this point given before the Board of Transport Commissioners by Mr. Stone, the CPR official mentioned earlier. The following extracts from Mr. Stone's evidence are relevant.

He stated, "I doubt very much whether truck transport has actually increased percentage-wise more than rail transportation . . ." and he continued,

> . . . Trucks have been operating now for quite a number of years and airplanes are now in the picture. Notwithstanding that, the total volume of railway traffic has been increasing, and it has been increasing at a rate at least equal to, if not greater than, the increase in the physical output of all goods and services in Canada. This seems to indicate that there has been room for all of the forms of transportation notwithstanding the fact that other forms of transportation are growing . . .

I fully suspect that Mr. Stone's evidence is accurate and valid. The problem is apparently not mere competition but the lack of regulation of all transportation instead of regulation for railway transportation only.

The spokesman for the Unions before this Board informed us that the railway employees in their submissions to another body had urged regulation of all forms of transportation. He expressed the opinion that that was the proper answer to the problem of competition which faces the railways, rather than asking the railway employees to carry the load.

Another point which the Railways stressed was the question of additional revenues which they would require to meet the unions' wage demands. The unions took the position that the question of revenues which they would require to meet increased costs was a matter for the Board of Transport Commissioners and not for a Conciliation Board dealing with wages.

The establishment of freight rates is a matter of national policy. The factors which enter into the problem are related to the entire national economy, including the import and export industries which are so important to Canada. Decisions to keep freight rates at certain levels are made on the basis of national considerations. Such considerations are responsible for certain differentials in freight rates and for keeping transportation costs on certain basic and important commodities which move across and out of the country at substantially lower levels.

The unions take the position that the railway employees alone should not be made to bear the burden of decisions and policies which are made by a national agency and the national Parliament for the benefit of the entire national economy. If such decisions and policies involve adjustments, the burden, in the submission of the unions, should be spread across the nation and not alone on the railway workers.

In my view, this position of the railway employees, is valid and unanswerable. The question of additional revenue to which the Railway may or may not be entitled as a result of the eventual wage settlement, is a matter for the Board of Transport Commissioners. That agency alone has the legal competence and the financial information to make a decision on the matter.

In the light of the above discussions, I now come to the question of what is a justified and justifiable recommendation on wages. In seeking a group of industries which may fairly be compared with the non-operating railway employees, the Chairman of this Board as arbitrator in another

dispute in 1950, settled on the group of durable goods industries as the most comparable. I agree that to the extent that such comparisons can be made, the durable goods group is as fair, subject to one reservation, as may be found. My reservation relates to the inclusion of the wood products industry in the comparison, but with this I shall deal later. For the moment I am prepared to use the group as a whole as the basis for measuring the wage adjustment, appropriate in this case.

My respectful difference with my colleagues is that I cannot accept as valid the proposition that the earnings of the railway employees should be mechanically placed at the same level as the average earnings of the durable goods group. This is, in effect, one of the two bases for the majority recommendation, the other being the rise in the cost of living. In stating this, I am not losing sight of the fact that my colleagues have made an allowance of some five cents against probable further advances in the durable goods average during the next 10 or 12 months.

I adopt a statement made by the spokesman for the railways, although in a different context. He said, "We submit that the influence of the *general wage trend* is the important thing if a comparison is to be made with railway wages for such a diverse group as the non-operating employees" (Italicizing mine).

In attempting to measure an appropriate wage adjustment it is seldom, if ever, justifiable to apply an average in a different group of industries automatically and mechanically. The appropriate application is one that is based on the "general wage trend", and this is the basis which should, in my view, be used here.

There are other and even more compelling reasons why the *rate* of increase rather than the actual increase in cents is the appropriate measure in the comparison between the average in the durable goods industries and the employees here concerned. The first reason concerns the inclusion in the durable goods group of the wood products industry. In my opinion, this industry has no place in any comparison with railway employees.

It must first be noted, to avoid any misunderstanding, that the wood products group here referred to does not include the manufacture of paper products. It does not, in other words, include the pulp and paper industry, nor miscellaneous paper products. This industry is not one of the durable goods group.

The wood products industry comprises saw and planing mills, furniture manufacturing and miscellaneous wood products. This industry is in large measure highly seasonal; it is in substantial measure small-scale; it is unskilled to a much larger proportion than the other industries in the group and than railway employees; it is unorganized to a much greater extent than the other industries in the durable goods group, and certainly than are railway employees. In short, the wood products industry falls within the category of the less organized, seasonal and low-paid industries. It is, therefore, quite inappropriate to take this sort of industry into the comparison.

Secondly, it is important to bear in mind that the statistics on the durable goods industries cover unorganized as well as organized, small-scale as well as large-scale, uneconomic as well as economic units; small, private companies and partnerships as well as public corporations. How can it be appropriate to compare wages in some small, unorganized plant manufacturing glass or clay products or even steel equipment or auto parts with wages in gigantic national railway system? Yet such plants are included and affect the over-all average in the statistics.

Surely it is necessary to take account of all these important factors. They serve to explain why the average for iron and steel products as at August 1, 1952, was 145·5 cents, while the middle rate in basic steel is over $1.70. They also explain why the average for transportation equipment on the same date was 146·4 cents, while the average for Massey Harris was $1.71.

In short, the actual hourly or weekly earnings in the durable goods group as a whole are dragged down by the inclusion of the wood products industry and of unorganized as well as organized units, small scale as well as large scale industry, and uneconomical as well as economical establishments.

For the above reasons I find it impossible to agree that the earnings of the railway employees involved in these proceedings should be the same as the average earnings of employees in the durable goods industry. The result of such a proposition and its application is to level down the wages of railway employees to earnings which are affected by factors which do not obtain in the case of the railways.

In my view, the proper application of the comparison between Railway wages and those in the durable goods group is to

give the employees before this Board the same, or approximately the same rate of increase during the period under review.

As of August 31, 1950, the date on which the last railway settlement became effective, a certain relationship was established between the weekly earnings of the Railway employees here in question and the employee in the durable goods group. No case has been or can be made out for destroying that relationship adversely to the Railway employees. As at the date mentioned, the average weekly earnings of the Railway employees were 51·62, while the average weekly earnings of the durable goods workers were 46·85. I do not believe that it can be shown that the differential was not thoroughly justified in view of the factors and differences which were discussed earlier.

The following table gives the percentage increases which have taken place in all manufacturing, in the durable goods group as a whole, and in the industries making up the durable goods group. One column shows the percentage increases in hourly earnings and the other in weekly earnings, from September 1950 to August 1952, the term of the last agreements between the Railways and the seventeen unions before this Board.

Percentage Increases
in hourly and weekly earnings
as at August, 1952—over September, 1950

	Hourly	Weekly
All manufacturing	23·5	21·9
Durable goods	22·9	22·5
Wood products	9·9	9·7
Iron and steel products	24·8	22·7
Transportation equipment	19·7	21·6
Non-ferrous metal products	32·2	25·8
Electrical apparatus and supplies	21·0	21·1
Non-metallic mineral products	24·1	24·3

It will be noted from the above table that, even when the wood products industry is included, the percentage increases for the durable goods group as a whole during the two years under review were 22·9 per cent in hourly earnings and 22·5 per cent in weekly earnings. I believe that it is this rate of increase which is properly applicable to the non-operating railway employees.

My recommendation is, therefore, that the wages of the Railway employees in these proceedings be increased by a number of cents equivalent to a 20 per cent increase on the average. The present average earnings of these employees is $1.30 per hour. The increase which I, therefore, recommend is an average of 26 cents per hour. This order of increase is fully justified by all the facts which appear to me relevant.

The validity of this recommendation may be fully supported on another basis. Even if one accepted the principle of establishing some kind of parity between the average earnings of the durable goods worker and those of the Railway employees, one arrives at the same final rate as the above recommendation produces, if proper allowance is made for some other relevant factors.

At September of this year the durable goods hourly average was 141·1 cents. To this must be added some adequate provision for the probability of continuing advance in the durable goods earnings during the next year, as well as a proper allowance for the difference in fringe benefits between the two groups. Thus, the September average for the durable goods group was higher than the August one by almost 2 cents, and even the September increase did not include a number of increases already in effect and some others which are to come into effect during the period of the Railway agreement here in dispute.

Prognostication is always difficult, and there are no precise ways of measuring what the likely future advance in the durable goods industry may be. We can only be guided by the past, making allowance for influences which can be foreseen.

As shown in the earlier table, the increase in the durable goods industries over the two year period from September 1950, to and including August 1952, was between 22½ per cent and 23 per cent. This is an average annual rate of increase of slightly more than eleven per cent. It is, however, reasonable to assume that the rate of increase during the next year is likely to be substantially smaller.

The cost of living seems to be stabilized at the present time. While one cannot be certain that another upward trend may not come, it seems less rather than more likely. The pressure on wages exerted by the rising cost of living will, therefore, likely be less in the next year than it was in the past two years. It is also reasonable to assume that as a general wage level goes up, the rate of increase slows down.

For these, among other reasons, it would not be reasonable to forecast the same rate

of increase during the next twelve months as during the past twenty-four months. I would, therefore cut the rate of increase in half as a forecast of what is likely to happen during the next twelve months. I appreciate that my doing so is entirely arbitrary, but it is necessarily so. There is no way, to my knowledge, by which it is possible to make such a forecast with any scientific accuracy. It seems to me, however, that the above analysis is not too invalid and the forecast based on it not too unreasonable.

An adjustment of 5·5 per cent must therefore be made on this count on the September average earnings of the durable goods workers of 141·1 cents. This amounts to 7·8 cents.

We must now attempt to evaluate the fringe benefits which the durable goods worker obtains and the Railway employees in these proceedings do not. I pointed out early in this report that the only fringe benefits which the Railway employees have (aside from travel privileges) are annual vacations with pay and pensions. I also pointed out, by reference to Government information, that the annual vacations with pay obtaining on the railways are substantially below the vacation plans obtaining in about one-third of the durable goods group.

On the Railway Pension Plan, the union spokesman before this Board expressed the view that it was less advanced than Pension Plans obtaining in other industries. However, no evidence was produced to support this statement.

Even if we assume that no allowance is due in respect of annual vacations and pensions, there still remains the shocking fact that the Railway employees in question do not enjoy any paid statutory holidays and do not have any health and welfare plan. I leave out of consideration shift premiums because they are included in the figures of average earnings for the durable goods industries.

With great respect, I cannot agree that merely because the unions in this case have not asked for these fringe benefits, no account should be taken of their value in arriving at a recommendation regarding the wage increase. If we are to apply to the Railway employees the income or its equivalent of the durable goods worker, then surely we cannot ignore the monetary value to him of statutory holidays and health and welfare plans. This is particularly valid, it seems to me, in view of the fact that so large a proportion of the durable goods workers enjoy these benefits.

There is no difficulty about calculating the monetary value of statutory holidays. In the case before us, I calculate that value to be one-half of one cent per hour per employee, for one paid statutory holiday. I see no reason why these employees, with such a long history of collective bargaining, should be given the benefit of less than eight paid holidays which is common in most, if not all basic organized industry in Canada. This means a monetary allowance of four cents per hour.

It is much more difficult to calculate the appropriate monetary allowance for Health and Welfare plans. Such plans vary in the proportion of employer contribution as well as in the cost. They vary in value all the way from about 1½ cents per hour to 3 or 4 cents per hour. It would, it seems to me, not be unreasonable in the circumstance to allow 2½ cents to the Railway employees for the equivalent of a Health and Welfare plan.

If the above adjustments are made, we arrive at a figure of average earnings of 155·4 cents per hour (141·1 plus 7·8 plus 4 plus 2·5). My recommendation of an average hourly increase of 26 cents would result in average hourly earnings of 156 cents.

This confirms and, in my respectful opinion, fully supports the recommendation made on the basis of the rate of increase in the durable goods industries since September 1950. I am further strengthened in my recommendation by reference to the increases granted by the Railways to some of the operating unions. Thus the Engineers have been given an increase of 11 per cent. On the basis of information supplied by the Railways, I have calculated what the 11 per cent increase to these employees would amount to in terms of hourly increases on the basis of the number of hours worked per month by the non-operating employees. My calculations indicate that CPR passenger engineers received an increase, on the hourly basis as stated, of 27·4 cents minimum and 32·8 cents maximum. CPR freight engineers received 24·7 cents minimum and 29·3 cents maximum on the same basis. CNR passenger engineers received 28·5 cents per hour minimum and 34·3 cents per hour maximum. CNR freight engineers received 25·9 cents minimum and 30·7 cents maximum. And the Board was informed that in periods of relatively heavy traffic the amount of time worked by operating personnel tends to be at or around the maximum rather that at or around the minimum.

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However that may be, I can see every justification for a recommendation which, if supported by other valid grounds, aproximates in cents the minimum increase granted to other employees of the Railways.

It is my belief that the Canadian people would be in support of the principle that employees of a basic industry like the Railways deserve and are entitled to wages which compare favourably with the leaders of the land rather than with the stragglers. It is also my belief that the Canadian people would agree that the employees and the Union here concerned should not be penalized, relatively to the gains made by other employees and other unions, because the Railway unions have through the years acted moderately and responsibly.

Form of Increase

Regarding the issue as to whether the increase this time should consist of a number of cents across the board or be on a percentage basis, I am in agreement with the conclusion of my colleagues. I believe there is validity in the desire of the railways not to continue the process of erosion of differentials. I also agree with my colleagues that the change to the percentage increase basis need not be, and should not be, made in one settlement.

I therefore propose that the recommendation made above of an average increase of 26 cents per hour be applied at this time in two ways, namely, an increase of 10 per cent on present wages plus an across the board increase of 13 cents per hour.

Cost-of-Living Escalator Clause

If I understand the reasons for the objections to an escalator clause correctly, they are basically two. The first is a general objection to an escalator clause in a one-year agreement, particularly in view of the fact that there is always a considerable time-lag between the filing of an application for freight increases by the Railways and the handing down of a decision by the Board of Transport Commissioners.

The second objection is based on the belief that the rise in the cost of living in the next twelve months is not likely to be substantial, if there is any rise at all.

The answer to the second objection is obvious. If the rise in the index should prove to be unsubstantial, then the escalator clause would not come into operation. Its presence in the agreement would be of some psychological value to the employees and would do the railways no harm.

The answer to the first objection is, in my view, also clear. As the unions pointed out in their submissions, the increase in the cost-of-living index between September 1, 1950 (169·8), and September 1, 1951 (189·8), was of the order of 20 points or 11·8 per cent. On the other hand, there was actually some decrease in the index in the second year of the last contract, namely, between September 1951 and September 1952.

However, the fact that there have recently been years in which the rise in the cost of living was substantial, as substantial as 11·8 per cent, fully justifies the desire of the employees to have protection against such an eventuality. The fact of the matter is that at the end of the two-year period of the last agreement, the employees lost the equivalent of some 15 cents per hour in their purchasing power.

As to the not unreasonable argument that the Railways are under a particular handicap because of the way in which the price for their service is set, the unions again gave, what seems to me, a conclusive answer. The existence of a collective agreement, without an escalator clause, subjects employees to a time-lag in exactly the same way as the railways are subjected to it by the process of obtaining additional revenue. Thus the employees lost purchasing power every month from September 1950 to January 1952. Throughout those 15 months there was a continuous rise in the cost of living, and every month, progressively, the purchasing power of the employees was reduced. An adjustment based on the cost of living made at the end of the period does not compensate them for the losses in purchasing power which they suffered throughout the period.

The question therefore resolves itself into whether this Board should give greater weight to the possible loss of the railways caused by the time-lag referred to or to give greater weight to the loss of the employees and their families. One or the other must, by the circumstances referred to, be placed at a disadvantage. I have no hesitation in concluding that this Board should give greater weight to the possible loss to the employees, since it would directly affect the welfare of their families.

I would therefore recommend the inclusion of an escalator clause in this collective agreement providing for adjustments

at quarterly intervals, so as to reduce possible dislocation by more frequent adjustments. Since the new Consumers' Price Index is now in effect, it would be necessary for the Unions and the Railways to work out a formula appropriate to the new Index.

Union Shop and Check-off

My second major disagreement with my colleagues is their failure to recommend an adequate form of union security. The actual proposals of the Unions in this case are set out in full in the report of the majority of the Board.

A great deal has been written and said on the principles of the union shop. Those opposing a form of effective union security base their opposition on the ground that it interferes with the liberty of the employees to join or not to join as they wish. They point to the fact that such freedom is not only basic to our democratic system but is also safeguarded in the statutes governing labour relations.

Philosophical discussions of principle on issues of this sort are always difficult, and reconciliation of differences is even more difficult. The premises on which the protagonists proceed are much more in the nature of beliefs than of logical conclusions. They are dictated more by experience and motives than by intellectual analysis.

Appeals to the principles of liberty and freedom have, in industrial history, frequently been used to oppose necessary social progress. It is a historical fact that the introduction of laws against child and female labour, laws to establish minimum wages or maximum hours, those relating to safety measures in industrial undertaking, or laws governing combines, to give only a few examples, were in their day opposed because they were alleged to interfere with the liberty of the individual. Undoubtedly they did so interfere, but in the interests of a higher and more universal form of liberty. Today it is universally recognized that all such laws of protection have been milestones on the road of humanity's progress.

I have a strong conviction that the propositions about liberty and freedom voiced against union security will in time be shown to be as misapplied as in the examples given. There is, after all, no interference with any citizen's liberty when, on seeking employment, he is informed that there is a recognized trade union in the industry, that such union acts by law on behalf of all the employees and that, consequently, he is required to take his place and to play his part as a member of that union. Nor is there any loss of liberty in informing an employee that there has been a trade union bargaining collectively on behalf of all employees for a long time, that he, as well as the others, has benefited from that collective bargaining and that, by decision of the vast majority of the employees, it is now proposed to require every employee to take his place and play its part in the union and to contribute to its upkeep and administration.

Surely it is not possible to deny that in most cases the interference is not with the liberty of the employee, but rather with his greed and indifference. The reason why an employee fails to join his appropriate union in an industry which has enjoyed a long history of collective bargaining is, in the vast majority of cases, disinterest and, in some cases, sheer selfishness and parasitism.

In my view, therefore, it is a mistake to be impressed with arguments regarding liberty in matters such as the union shop. It is of much greater relevance to consider two other basic principles of democratic behaviour, namely, that every right involves an obligation and that every member of a community should contribute to its upkeep and to its necessary services from which he benefits. The principle of liberty in a modern democracy must be given positive application through the widest possible participation by all citizens in the instruments of democracy.

The non-operating employees of the Railways in this dispute have enjoyed collective bargaining for many decades. As a result of that collective bargaining all of the employees, whether members of the unions or not, have gained many rights and numerous benefits. Surely, it is neither fair nor democratic that a proportion of the employees should enjoy the rights gained for them by their fellow employees without themselves carrying out their corresponding obligation to be active and participating citizens in their industrial community. And similarly, it is neither fair nor democratic that some employees should enjoy the benefits gained for them by the Unions without making any financial contribution to the servicing of the collective agreements from which they benefit, and of carrying on the necessary and costly activities of the agency which serves them.

There are other and more practical considerations which the Unions drew to the Board's attention. The wider the membership in the Unions, the more do they

reflect the wishes of the employees and the more difficult does it become for a small group of demagogues to gain control.

There is also the effect of the resentment which union members justly feel against "free Riders". The resentment is entirely justified and understandable and it results in ill-feeling among employees which cannot but be harmful to efficiency. The above and similar considerations more than outweight, in my view, the alleged loss of freedom.

There is a further and important practical consideration applicable to all industry and to the railway industry in particular. The lack of union shop and check-off provisions in a collective agreement places on the committees and personnel of the unions a terrific burden of canvassing for membership and of collecting dues. This burden is particularly great in the case of the Railways because the employees are scattered from east to west and from north to south across the country. The union-management and employee-employer relationship would surely benefit if the time and efforts spent by committees and personnel on these things were available for servicing of the agreements and for study, discussion and consideration of policies.

The evidence before the Board establishes that the principles on which the Railways claim to base their position are certainly not such as to be incapable of adaptation, to put it gently. The evidence is that the Eastern Carriers in the United States concluded agreements with 15 of the 17 unions before this Board providing for exactly the same form of union shop and check-off of union dues as are requested here. Further, the Canadian National and Canadian Pacific Railways are parties to those agreements, since they have branch lines and employ workers in eastern United States. Surely the unions in Canada cannot be blamed for resenting the refusal of the Railways to grant their Canadian employees what they have already granted their American employees.

The reply of the Railways is that in the Carriers' Conference of the Eastern United States they form a very small part and they, therefore could not refuse to go along with the other railways. This appears to me to be more in the nature of an evasion than a justification. If the principles to which the Railways claim to cling are as strong as they make them out to be, then surely it was their duty to stand on them in the United States as in Canada. Furthermore, if the American Railways, which had raised the same principles, could see fit to grant the Union Shop and check-off, then again, the principles cannot be as sacred as they are here alleged. It seems to me provocative, to say the least, to refuse the Unions before us a privilege which has been granted to the same unions in the United States.

On this issue, as on the one of wages, we have here a case where an industry which should be in the vanguard is proving to be among the most intractable. The Railways filed an exhibit which contained the conclusions of an analysis made by the Department of Labour of 937 Collective Agreements covering some 610,279 employees. The date of publication of the results of this analysis would seem to be May 30, 1952.

The Exhibit shows that collective agreements covering 32·8 per cent of the total number of employees under review contained provisions for a closed shop, union shop, or a modified union shop. Agreements covering 12·7 per cent of the employees contained provisions for maintenance of membership in its various forms. Thus a total of 45·45 per cent or almost one-half of the employees in the survey were covered by collective agreements providing for the highest forms of union security.

The same survey shows that some 22 per cent of the employees covered were working under collective agreements providing for compulsory check-off in combination with closed or union shops, for the Rand Formula or modified Rand Formula, and for compulsory check-off for all union members. Some 15 per cent were covered by collective agreements containing provisions for voluntary irrevocable check-off and some 5 per cent provisions for some sort of combination of voluntary and compulsory. Thus some 42 per cent of the employees under review in the aforementioned survey were covered by agreements providing for either compulsory check-off of one form or another or voluntary but irrevocable check-off. Another almost 33 per cent were working under agreements providing for voluntary revocable check-off or voluntary check-off without specifying whether it was revocable or irrevocable. Altogether, therefore, close to 75 per cent of the employees in the survey enjoyed some form of check-off.

The above are the facts about union security and check-off in Canadian industry. And it was admitted before the Board that the trend continues in the direction of greater union security. In the light of these facts I can find no justification for

rejecting the request of the Unions in this case. In my respectful view, these Unions have such an unassailable history of responsible leadership that if any Union is entitled to the privilege, they are entitled to it beyond question.

To ask the Unions before us to stand on the sidelines and watch the parade along Union Security Avenue growing in size and strength for other and younger unions, with a much more turbulent history, while they are refused admission to that Avenue, is to ask for the unreasonable and to beg for trouble.

With some trepidation, and with great respect, I must take issue with what appears to be a main ground for the rejection by my colleagues of the Union Shop request. If I understand their argument correctly, it is that the prohibition against membership in a dual union which is contained in the Union Constitutions, would bring a Union Shop provision in the collective agreement into conflict with subsection (2) of Section 6 of the Industrial Relations and Disputes Investigation Act. The said subsection reads:—

> (2) No provision in a collective agreement requiring an employer to discharge an employee because such employee is or continues to be a member of, or engages in activities on behalf of a union other than a specified trade union, shall be valid.

The first point to note is that this subsection is not concerned with the conditions which a union may or may not attach to membership in the organization. It is concerned only with the point that a provision in a collective agreement which requires the discharge of an employee for membership or activity in a dual union, shall not be valid. In other words, it safeguards the right of employees to change their union affiliation.

Put conversely, the subsection does not invalidate a Union Shop provision if it does not require the discharge of an employee for membership or activity in a duel union. This the union shop clause proposed in this case does not require; it excludes such a ground for discharge by expressly limiting the application of union membership as a condition of employment. It does so by the following proviso:—

> That such condition shall not apply with respect to . . . any employee to whom membership was denied or terminated for any reason other than failure of the employee to tender the periodic dues, initiation fees and assessments (not including fines and penalties) uniformly required as the condition of acquiring or maintaining membership.

Surely, if an employee is refused, or is expelled from membership because he is a member of or active in another union, he is so refused or expelled for a "reason other than failure of the employee to tender the periodic dues", etc. By the express words of the proposed clause, therefore, the condition does not apply to him. He need not in the circumstances be discharged.

The clause proposed to this Board, therefore, not only does not conflict with Section 6 (2) of the Act, but expressly meets its requirements.

The fact is that the proviso in the proposal of the Unions, quoted above, goes even further. Union constitutions provide many other grounds for disciplining members or for refusing or expelling from membership. Some are political grounds directed against communists or fascists. Some are general grounds, such as excessive attacks on the organization, its members, or officers, or working against the welfare of the organization or its members.

None of such other grounds would bring the proposed Union Shop into operation. The proviso quoted above clearly means that if an employee is refused admission into the Union or is expelled from membership for any cause other than failure to pay the normal dues, he cannot for that reason be discharged, whether the refusal to admit or the expulsion was due to dual unionism or to any other violation of the Union constitution except the requirement to pay dues.

The Union Constitutions do not affect and are not affected by the statute or the proviso in the proposed Union Shop clause. The Union, party to the collective agreement, would continue to admit and discipline members in accordance with its constitution. But in certain cases, defined by the Act and provided for in the proposed clause, union membership would cease to be or would not become a condition of employment for the employee or employees concerned. The two things are separate in fact and, in my respectful opinion, severable in law.

In my respectful submission, therefore, there is nothing in the proposed Union Shop clause which brings it into conflict

with the law. On the contrary, the proposed clause fully meets the requirements of the law.

In any case, all a Board of Conciliation is required to do is to make a recommendation. In doing so, it can amend or alter any proposal made by either side. Therefore, even if any doubt remained on the point discussed above, the Board was at liberty to point out the problem and suggest a solution. It would surely not be difficult to incorporate into the collective agreement the precise words of Section 6 (2), notwithstanding anything contained in the constitutions of the seventeen unions concerned.

On the question of the check-off of dues, the Railways made much of the inconvenience and cost. One cannot be impressed by these arguments. The Railways informed the Board that they now make numerous deductions for government, "for relatively small groups" and "for commercial companies" although in the case of the latter the Railways are compensated for the work involved. I have not been able to find it on the record, but my impression is that someone suggested that the deductions in some cases number over sixty or seventy. In view of all this, it is surely not much to ask the Railways that they co-operate with their unions in checking off membership dues.

I am, therefore, glad to agree with my colleagues in their recommendation for a check-off of union dues. However, I must emphasize again that, in my view, a voluntary check-off is a totally inadequate form of union security for the industry and Unions concerned in these proceedings.

Conclusions

The recommendations of this Minority Report may be summarized as follows:—

(1) An increase to non-operating employees of ten per cent of their present wages plus an additional 13 cents per hour across the Board, effective as of September 1, 1952 (the last agreement having expired on August 31).

(2) A cost-of-living escalator clause providing for quarterly adjustments and based on a formula to be worked out by the parties on the basis of the new Consumers' Price Index.

(3) Provisions for the Union Shop and check-off of union dues in the terms of the clauses proposed by the Unions.

Dated this 24th day of November, 1952.

Respectfully submitted.

(Sgd.) David Lewis.

Report of Board in Dispute between

McCabe Grain Company Limited (Shamrock Elevator and Feed Mill, St. Boniface)

and

Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America

In this dispute the employer is McCabe Grain Company Limited and the employees are those employed in the Shamrock Elevator and Feed Mill located at St. Boniface, Manitoba. This is a relatively small part of the operations of the company which is a large grain company. The number of employees varies from approximately twelve to twenty-four depending on the season.

The union was certified as bargaining agent for these employees on November 16, 1951. During the course of the hearings before this Board, however, it appeared that the union had previously been certified as bargaining agent in the company's seed plant which is located in St. Boniface near the Shamrock Elevator and Seed Mill. It appears that the company and the union did negotiate and sign an agreement covering these other employees. When this fact was communicated to the Board the company indicated that if the parties were permitted to resume direct negotiations an agreement might be consummated on a similar basis to the agreement in effect between the same company and the same union in their seed plant. The Board agreed and in fact encouraged the resumption of direct negotiations. However, it

appears that the parties have not yet been able to arrive at an agreement and it is necessary for the Board to formulate a report.

The basic issues in dispute between the union and the company are union security and rates of pay and those matters relating directly to wage rates.

It is the considered opinion of the Board that the agreement consummated between these two parties in their seed division should constitute the basis of agreement between the same parties in the Shamrock Elevator and Feed Mill except for the following clauses:—

1. *Hours of Work and Overtime*

(a) Forty-four (44) hours shall constitute a standard work week, consisting of eight (8) hours per day, from Monday to Friday inclusive, and four (4) hours on Saturday. (We understand that the forty-four (44) hour week is now in effect.)

(b) Overtime shall be paid after eight (8) hours in any one day at the rate of time and one-half from Monday to Friday inclusive, and at the same rate after four (4) hours on Saturday.

2. *Wages*

Rates of pay for work performed in the standard day shift shall be as follows:—

General Labour starting rate ·88½ cents per hour plus 5 cents C.O.L.B.

General Labour after 60 days ·98½ cents per hour plus 5 cents C.O.L.B.

With regard to the other classifications of employees, we recommend that the existing differential between the various jobs be maintained.

In addition to the foregoing rates the company should pay a variable cost-of-living bonus of ·25 cents per point per week for each point rise in the official Cost-of-Living Index in excess of 185·0. It is understood that no reduction shall be made below the index floor of 185·0.

It will now, of course, be necessary to adjust the Cost-of-Living bonus to the new consumer index.

3. *Union Security*

In view of the fact that this is the first agreement between these parties we cannot recommend an advanced form of union security. However, we do think that some form of union security should be granted at this time and would recommend a voluntary revocable check-off.

4. *Retroactivity*

The standard rates of pay as recommended shall be effective the same date that the Agreement is considered effective. However, no other clause in the Agreement shall be deemed to have a retroactive effect.

We understand that actually some of the above recommendations have been implemented by the company and are now in effect. The main factor therefore, which has been keeping this matter open is that no agreement has yet been signed. We feel very strongly that in the interest of harmonious labour relations in the plant this should be done without delay. Negotiations have been carried on for approximately one year in respect of a relatively small group of employees. On the part of the employer this has necessitated the attention from time to time of three or four company executives and the amount of time which has been spent in these negotiations cannot possibly be measured. From the Employees' point of view there is always a certain feeling of insecurity in the knowledge that negotiations are pending and that no agreement is in effect. The object of the Industrial Relations and Disputes Investigation Act is basically to promote harmonious relations between employers and employees and with this end in view to provide machinery leading to the consummation of collective agreements between the parties. From the employees' point of view the execution of an agreement has great importance as it means the recognition of the right of the union to bargain for them and to carry on its legitimate activities

On November 30, 1952, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the McCabe Grain Company Limited (Shamrock Elevator and Feed Mill, St. Boniface) and Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, 1952, p. 756).

The Board was composed of H. G. H. Smith, QC, Chairman, who was appointed by the Minister on the joint recommendation of Clarence D. Shepard, QC, and Léon Mitchell, who had previously been appointed on the nominations of the company and union respectively. All members of the Board reside in Winnipeg.

The text of the Board's report is reproduced herewith.

in their interest. Until such an agreement is entered into therefore, there is always a certain feeling of insecurity as mentioned above and this feeling is not conducive to the best employer-employee relations in the plant. From the employer's point of view, as we have pointed out above, the longer negotiations are protracted the more time is taken which in itself does not tend towards the most satisfactory relationships in the plant. For these reasons we feel that it is to the mutual interest of the employer and the union to consummate an agreement without delay so that the irritations which are bound to exist may be removed. Actually the parties are practically in agreement in principle and it is our considered opinion that the situation should be reduced to writing as soon as possible.

All of which is respectfully submitted.

(Sgd.) H. G. H. Smith,
Chairman.

(Sgd.) C. D. Shepard,
Member.

(Sgd.) Léon Mitchell,
Member.

Report of Board in Dispute between

Keystone Transports, Limited, Montreal
and
Canadian Merchant Service Guild, Inc.

On November 20, 1952, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Keystone Transports, Limited, Montreal, and Canadian Merchant Service Guild, Inc. (L.G., Nov., 1952, p. 1467).

The Board was composed of Prof. B. S. Keirstead, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, John Bumbray, QC, and M. Swerdlow, who had previously been appointed on the nominations of the company and union respectively. All members of the Board reside in Montreal.

The text of the Board's report is reproduced herewith.

The Hon. Milton F. Gregg,
Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Canadian Merchant Service Guild, Inc., applicant, and Keystone Transports, Limited, respondent.

Sir:

I have the honour to present the report of the Board of Conciliation appointed in the above case. The Board held the following meetings: Oct. 22, Oct. 24, Oct. 25, Oct. 31, Nov. 4, Nov. 7, Nov. 15 and Nov. 20.

The issues between the parties were as follows:—

(a) The Guild wished recognition in the wording of the contract that overtime was worked by deck officers employed on the Company's ships. The Company refused such recognition on the grounds that deck officers were professional employees who worked by the month, not by the standard day.

(b) The Guild wished a total compensation at the end of the navigation season of 45 days pay in lieu of leave, overtime, extra services, etc. The Company were willing to pay a total of 34 days pay in lieu of leave, extra services, etc.

After hearing evidence, the Board encouraged the two parties to re-open collective bargaining, under the auspices of the Board, which attempted to play an appropriate conciliatory role. This was done. Eventually the two parties reached the point where the Guild offered to accept 40 days compensatory pay and to drop any reference in the wording to overtime, and the Company offered 37 days, without reference to overtime. The Board suggested the figure of 38 days, and had reason to believe that this figure would be accepted by both parties. However, the Company subsequently refused to concede 38 days, and even withdrew its offer of

(Continued on page 121)

Collective Agreements and Wage Schedules

Recent Collective Agreements

Welfare plans providing for life insurance, sickness and accident, hospitalization, medical or other benefits are contained in five of the agreements summarized in the accompanying article. In each case the employer pays the whole or part of the premium.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Mining

Metal Mining—*Kimberley and Chapman Camp, B.C.—The Consolidated Mining and Smelting Company of Canada Limited and the International Union of Mine, Mill and Smelter Workers, Local 651.*

Agreement to be in effect from June 1, 1952, to May 31, 1953, and thereafter, subject to 2 months' notice. This agreement is similar to the one between the company's plant at Trail, B.C., and Local 480 of the union, summarized below under "Manufacturing", with the following classifications and the corresponding basic hourly wage rates added: barman $1.97½, electric shovel operator $1.88½, chief flotation operator $1.84, miner-timberman $1.79½.

Manufacturing

Clothing—*Toronto, Ont.—National Garment Manufacturers Association (Men's Utility Clothing, Sportswear, Etc.) Representing Certain Firms and the United Garment Workers of America, Local 253.*

Agreement to be in effect from May 1, 1952, to April 30, 1953, and for a further term of one year, subject to 30 days' notice.

Union security: closed shop. The manufacturers will engage workers directed to them by the union in response to their request. If the union fails to provide the required help within 48 hours, the manufacturers may engage such help from the open market.

Check-off: irrevocable check-off of union dues.

Hours: 40 per week—Monday through Friday between 8 a.m. and 5 p.m. *Overtime:* time and one-half for work done during periods other than the above. In the slack period, when there is not sufficient work for all employees, the available work shall be divided as equally as possible among the employees.

Statutory holidays: 6 specified *paid* and 2 unpaid holidays will be observed. Time and one-half will be paid for work on one unpaid holiday and double time and one-half for work on 2 paid holidays. No employee shall be required to work on the other 4 paid and one unpaid holidays. New employees, who are not members of the union, must work for the firm for 6 weeks before being eligible for holiday pay.

Vacation pay amounting to 2·5 per cent of gross earnings will be granted to employees after 3 months' service; after 3 years' service employees will receive 4 per cent of gross earnings. Union members transferring from one shop, party to this agreement, to another are to receive vacation pay without a 3-months employment period.

Wages: both piece-work and time-work rates are increased by 5 cents per hour over the previous rates. Trainees and beginners will start at 60 cents per hour, this rate to be increased to 65 cents at the end of 30 days' employment and to 70 cents per hour after 3 months' employment. Where piece-work rates prevail, a worker is to be placed on piece work as soon as he is able to earn more than hourly rates provide. In the event of an increase or decrease in the cost of living either party has the right to open the wages part of the agreement on March 1 and September 1, any wage changes agreed upon to become effective May 1 or November 1.

The manufacturers agree not to engage in the practice of "contracting" their work to others.

Welfare fund: up to April 30, 1952, manufacturers were contributing 1·5 per cent of their payroll to the United Garment Workers' Welfare Fund; "thereafter with the consent here given by both parties to this agreement, a moratorium is declared for a period of one year, expiring April 30, 1953. However, if deemed necessary by the Board of Directors of the Welfare Fund, the matter of the moratorium may be referred to the Union and the Association of Manufacturers in writing for further consideration or changes".

Seniority shall prevail in case of lay-offs, shop stewards to retain top seniority.

Provision is made for the *settling of disputes* and for the establishment of a *special committee* to investigate and make recommendations in the matter of prices on garments and homework.

Furniture—*Toronto, Ont.—The Toronto Upholstered Furniture Manufacturers Association Incorporated and the Upholsterers' International Union of North America, Local 30.*

Agreement to be in effect from March 29, 1952, to September 15, 1953, and thereafter from year to year, subject to 30 days' notice. However, the question of wages may be re-opened for discussion should conditions warrant such re-opening.

Union security: closed shop. The employer agrees to employ only union members in good standing. The union will be notified whenever additional workers are required. Should the union be unable to supply such workers within 24 hours, the manufacturer may hire workers from any other source, but such new workers must immediately join the union.

Check-off: compulsory for all eligible employees after they have worked the probationary period of 4 weeks.

Hours: 8 per day Monday through Friday, a 40-hour week. Labourers may work an additional hour per day at the regular rate, provided such hour is spent in cleaning up or in performing other duties to meet fire insurance requirements. *Overtime:* time and one-half for work in excess of 40 hours per week; double time and one-half for work on 8 (previously 7) specified *paid holidays*. If overtime is necessary, permission from the union is required in advance. A firm shall not hire extra help unless the present staff cannot fill the required order by working 6 hours overtime per week. During the slack period there will be equal division of work. No working partner shall perform work in the shop while the worker who regularly performs such work is laid off or is working part time.

Rest periods: employees will be allowed two 15-minute rest periods a day.

Vacations with pay: after 3 months' continuous service one week, after 3 years' service 2 weeks. However, employees with less than one year's service, who are granted one week, must sign a statement that they will continue in the employ of the firm up to December 31 of the year in which they receive their vacation. Should they leave their job without the manufacturers' consent they shall only be entitled to 2 per cent of their earnings.

Hourly wage rates: upholsterers, seatmakers, trimmers, cutter in charge of cutting department $1.40; operators, cutters, springers, cushion fillers, polishers, assemblers with one or more years' experience $1.30; labourers, first 3 months 95 cents, thereafter $1; labourers who have been receiving a 10 cent cost-of-living bonus shall continue to receive same; learners, under 18 years of age 48 to 68 cents, over 18 years of age 63 to 83 cents.

Escalator clause: in addition to the above rates employees will be paid a cost-of-living bonus of 25 cents per week for every point increase in the cost of living since September 1, 1948, as reported by the Dominion Government. Adjustments will be made downward on the same basis.

Welfare plan: the employer agrees to pay towards the Upholsterers' International Union Social Security Plan an amount equal to 3 per cent of the payroll.

Provision is made for *grievance procedure*.

Printing and Publishing—*Truro, N.S.—The Truro Printing and Publishing Company Limited and International Printing Pressmen and Assistants' Union of North America, Local 551.*

Agreement to be in effect from September 10, 1952, to September 9, 1953, and thereafter, subject to 60 days' notice.

Union security: closed shop.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. If it becomes necessary to employ a night shift, the hours for same shall be 8 per shift Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours of work performed before or after the regular day or night hours, double time thereafter and for work on any Sunday or statutory holiday. Six (previously 3) specified holidays will be *paid holidays*.

Vacations with pay: after one year's service one week, after 2 years' service 9 working days, and after 3 years' service 2 weeks. One month's sickness will be allowed per year before pay for annual vacations will be affected.

Hourly wage rates: binderymen, pressmen, compositor, monotype from 43 cents during first 6 months to $1.13½ after 10th 6 months; monotype keyboard from 43 cents to 91½ cents after 7th 6 months; press assistant (feeder) from 43 cents to 86½ cents after 6th 6 months; platen feeder, proof reader, proof corrector from 37½ cents to 70 cents after 6th 6 months; bindery girls from 37½ cents to 59½ cents after 4th 6 months. (The above rates represent increases of 8 per cent over the previous rates.) Men-in-charge will receive a differential of not less than 10 per cent of the journeymen's rate.

Night shift differential: employees on the night staff will be paid a differential of 10 per cent of the regular daily rate.

Seniority: in cases of lay-offs, rehiring and promotion the personnel involved shall be agreed upon between the departmental foreman and the company; in all cases seniority shall be taken into consideration.

Provision is made for *grievance procedure* and the setting up of a *Labour-Management Committee*.

Automobiles — *Windsor, Ont. — Chrysler Corporation of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.*

Agreement to be in effect from June 17, 1952, to June 17, 1954, and thereafter from year to year, subject to notice. Either party shall be entitled to re-open the agreement once, after June 17, 1953, on the general level of wage rates only. This agreement is similar to the one previously in effect (L.G., Jan., 1951, p. 60), with the following changes:—

Overtime at the rate of time and one-half is now paid for work on both Saturdays and Sundays (previously only for work on Sundays).

Vacations with pay: vacation payments are increased for employees with 10 and more years' seniority: after 10 years' service employees will now be paid 2½, and after 15

years' service 3, weeks' vacation pay. (Previously all employees with 5 or more years' seniority received 2 weeks' vacation pay.)

Wage rates for the various classifications are not given in the agreement. According to press reports employees received a general increase of 4 cents per hour with an additional 8 cents per hour granted to tool, die and maintenance classifications.

Welfare plans: effective as of June 15, 1952, the life insurance is increased from $3,000 to $3,600 and the sickness and accident insurance from $21 to $28 weekly benefit.

Automobiles — *Windsor, Ont. — The Ford Motor Company of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 240 (Office Employees).*

Agreement, following strike (L.G., Aug., 1952, p. 1157), to be in effect from June 2, 1952, to June 2, 1954, and thereafter from year to year, subject to notice.

Check-off: the company agrees to deduct from the pay of every employee in the bargaining unit covered by this agreement, who so authorizes, the regular monthly membership dues and to remit same to the union. The authorization may be revoked on June 2 in any year hereafter on 15 days' notice.

Hours: 8 per day 5 days a week, a 40-hour week.

Statutory holidays: salaried employees will be paid one and one-half times their equivalent hourly rate for work on 7 specified holidays and hourly rated employees double time and one-half for work on 6 specified *paid holidays.*

Vacations with pay: salaried employees who were on the active roll of the company as of December 1 of the preceding year will be granted 3 weeks if they had 15 or more years' seniority, and 2 weeks if they had less than 15 years' seniority, as of that date. An employee who was not on the active roll as of December 1 of the preceding year, but who was so as of June 1 of the current year, shall be entitled to one week. Hourly rated employees with one and less than 3 years' seniority will be granted one week, those with 3 or more but less than 15 years' seniority 2 weeks and employees with 15 or more years' seniority 3 weeks, provided in each case that the employee has worked at least 200 days during the preceding year. If he has worked less than 200 days, he will be entitled to vacation pay amounting to 2, 4 or 6 per cent of his actual earnings during the preceding year, depending on the number of years of seniority he has to his credit.

Wages: salaried employees will receive an increase of $5.20 per month and hourly rated employees of 3 cents per hour, effective June 15, 1952; further increases of the same amounts will be granted effective June 15, 1953, all such increases to be added to the base rate.

Escalator clause: all employees shall be paid a cost-of-living allowance on the following basis: for every 1·3 point rise in the Dominion Bureau of Statistics' cost-of-living index above 164 salaried employees will be granted an allowance of $1·733 per month and hourly rated employees an allowance of one cent per hour. Adjustments will be made quarterly, upwards or downwards, but in no event will a decline in the index below 164 provide the basis of a reduction in the salary or wage scale. Employees were granted a cost-of-living increase of $8.66 per month for salaried employees and of 5 cents per hour for hourly rated employees September 1, 1950, and one of $5.20 per month or 3 cents per hour March 1, 1951. Based on the above formula, the agreement provides for further cost-of-living allowances of $8.66 per month or 5 cents per hour effective June 1, 1951, of $10.40 per month or 6 cents per hour effective September 1, 1951, and of $1.74 per month or one cent per hour effective December 1, 1951, bringing the total cost-of-living allowances up to $34.66 per month for salaried employees and to 20 cents per hour for hourly rated employees for the period when the cost-of-living index stood between 190·0 and 191·2.

Provision is made for *seniority rights* and *grievance procedure.*

Metal Products—*Oshawa, Ont.—Fittings Limited and United Steelworkers of America, Local 1817.*

Agreements to be in effect from May 1, 1952, to April 30, 1953. Notice of termination or of proposed revision may be given during March 1953, and negotiations upon any such proposal shall take place not later than the first week of April 1953. Any provision not so terminated or proposed to be revised is to remain in force pending such negotiations.

Check-off: the company will deduct the amount of monthly union dues and special assessments from the pay of all employees eligible to be members of the union and remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours per day and for any work on Saturdays and Sundays, provided that if on any one week-day more than 4 hours overtime is worked such overtime will be paid for at double time; double time and one-half for work on 8 specified *paid holidays.*

Rest and wash-up periods: the prevailing rest period will be observed. Employees will be allowed a 5-minute wash-up period prior to the end of the mid-shift and at the end of the shift.

Vacations with pay: after 3 months' service one week, after 3 years' service 2 weeks with pay on the basis of 2 per cent and 4 per cent, respectively, of an employee's gross earnings during the preceding year.

Hourly wage rates for certain classifications: foundry division—patternmakers $1.42 to $1.70; moulders $1.40 to $1.50, learners $1.28 to $1.31; lathe hands, miller hands $1.36 to $1.50; melter $1.38 to $1.44, crane operators $1.28 to $1.43, furnace repair $1.36 to $1.38, tap man $1.32 to $1.37, skimmer $1.28 to $1.37; sand mixers, board men, mould dump off, oventender, sorting and inspection, fork lift truck, general labour $1.28 to $1.31; maintenance division —fitters $1.50 to $1.70; mechanical maintenance $1.32 to $1.49, helpers $1.28 to $1.31; stationary engineers $1.28 to $1.54, carpenter $1.32 to $1.39, painter $1.28 to $1.38, welder $1.38 to $1.49, electricians $1.42 to $1.59, improver $1.37 to $1.42, helper $1.22 to

$1.36; machine division—bench hands $1.50 to $1.70, setting up taps and dies $1.38 to $1.42, setting up machines $1.22 to $1.32; machine production, adults $1.22 to $1.27, juniors 99 cents to $1.16; juniors and females to start at 99 cents and to receive an increase of 2½ cents per hour every 6 months until the rate of $1.16 has been reached. (The above rates are 6 cents per hour higher than the previous rates. Piece-workers are granted an increase in their hourly earnings of 4 cents per hour.)

Off-shift differential: employees required to work night or swing shifts will be paid a shift premium of 10 per cent on their earned pay amount. For shifts beginning after 12 noon the night premium will be paid starting at 4 p.m. and for shifts beginning before 12 noon starting at 6 p.m. When night operations cease rates will return to regular schedules. In the case of swing shifts the 10 per cent premium will be paid beginning with the start of shift.

Welfare Plan: forming part of the agreement is a Welfare Plan which provides (a) life insurance of $1,500 for men and $1,000 for women—total cost to be borne by the employer; (b) sickness and accident benefits of $25 per week for men and $20.50 for women—total cost to be borne by the employer; and (c) a combined plan including the Blue Cross Plan for hospitalization benefits and the Physicians' Services Incorporated Plan for medical, surgical and obstetrical care—the cost to be borne equally by the individual employee and the employer.

Seniority: other things being equal, seniority shall operate on a departmental basis. Lay-offs and re-employment will be based on length of service.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Metal Products—*Toronto, Ont.—The Canada Metal Company Limited (Toronto Division) and International Chemical Workers Union, Local 453.*

Agreement to be in effect from June 2, 1952, to June 1, 1953, and thereafter from year to year subject to notice.

Check-off: voluntary but irrevocable.

Hours: 8 per day 5 days a week, a 40-hour week (previous agreement provided a 44-hour week). *Overtime:* time and one-half for work in excess of an employee's regular daily hours, provided the employee works his full scheduled work week; double time and one-half for work on 8 specified *paid holidays*.

Rest and wash-up periods: all employees, except shift workers, will be granted one 10-minute rest period in the forenoon and one 5-minute wash-up period before noon.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks, after 15 years' service 3 weeks and after 25 years' service 4 weeks. Employees with less than one year, but more than 3 months of service will be entitled to one week, with pay equivalent to 2 per cent of their earnings. (Previous agreement provided for one week after one year, 2 weeks after 2 years, and 3 weeks after 25 years of service.)

Hourly wage rates for certain classifications: oxide, mixed metal, dross departments—lead hands $1.45½ to $1.55½, No. 1 operators $1.41 to $1.44½, No. 2 operators $1.16 to $1.40; maintenance department—machinists $1.37 to $1.67, tradesmen $1.37 to $1.62, lead hand $1.52 to $1.62, maintenance men $1.42 to $1.55½; foundry and bushing department—lead hand $1.78 to $1.87, floor moulders $1.55½ to $1.77½, machine moulders $1.37 to $1.66½, pit fire lead hand $1.50 to $1.55, pitman $1.44½ to $1.49; cleaners—lead hand $1.45½ to $1.55½, dresser finishers $1.38½ to $1.50. The above rates include a general increase of 21 cents per hour granted to all hourly rated employees. Five cents per hour of this increase shall be retroactive to date when the 40-hour week was inaugurated in the different departments.

Shift differential: employees will receive a shift bonus of 6 cents per hour for work on the 3 p.m. to 11 p.m. shift and a bonus of 8 cents per hour on the 11 p.m. to 7 a.m. shift (an increase of 3 cents per hour in either case over the previous shift differential).

Seniority: it is mutually recognized that skill, ability, efficiency and good conduct are related to seniority standing. The seniority of an employee shall be considered in determining lay-offs, re-hirings, transfers and upgradings. Seniority shall be on a departmental basis; however, in the event of a lay-off due to a reduction of work or discontinuance of operations employees having a seniority standing of 18 months or more will receive plant-wide seniority privileges.

Provision is made for *grievance procedure*, an *apprenticeship plan* and *a Union-Company Safety Committee*.

Metal Products—*Trail, B.C.—The Consolidated Mining and Smelting Company of Canada Limited and the International Union of Mine, Mill and Smelter Workers, Local 480.*

Agreement to be in effect from June 1, 1952, to May 31, 1953, and thereafter, subject to 2 months' notice.

Check-off: as a result of a majority decision of a Mediation Committee headed by Hon. Gordon McG. Sloan, Chief Justice of British Columbia, the company is obligated to deduct, effective from June 1, 1951, from the pay of each employee, as a condition of his continued employment, the sum of $2 per month and remit same to the union. Under the terms of the present agreement, Hon. G. McG. Sloan will be asked whether it was his intent that any increase in union dues be deducted from the pay of non-union members and both parties agree to be bound by his decision. Each employee from whose pay the above amount ($2 or "a sum equivalent to union dues" depending on the decision of the Chief Justice) is deducted shall have the right to vote as if a member of the union in good standing at any election of local officers of the Union. Initiation fees, special union assessments and union dues in excess of the $2 (if any and subject to the decision of the Hon. G. McG. Sloan) will be deducted by the company from the pay of employees who so authorize; such authorization may be revoked at any time.

Hours: the regular working week shall constitute 40 or 42 hours or the equivalent. *Overtime:* time and one-half for work in excess of 8 hours in any one day and for

work on an employee's regularly assigned days off duty; double time and one-half for work on 7 specified *paid holidays* (previously double time for work on 6 paid holidays).

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks and after 20 years' service 3 weeks. Employees with less than one year's service shall be entitled to a vacation, not exceeding one week, with pay amounting to 2 per cent of wages earned during the previous year. For each period of 30 consecutive days an employee is absent from work during the year, without proper cause, there shall be deducted from the vacation pay to which he would otherwise be entitled one-twelfth of such pay.

Hourly wage rates: steam engineer, second class $1.93, third class $1.79½, toolmaker $1.92½, melter $1.88½, journeyman tradesman $1.88, journeyman operator $1.84, painter $1.79½, repairman, chief operator, special $1.79½, first class $1.75, second class $1.70½; operator, special $1.66, first class $1.61½, second class $1.57; helper $1.52½, labourer $1.48. (The above rates represent an increase of 10 cents per hour, except for tradesmen who were granted an increase of 14 cents per hour.)

Shift differential: a premium of 5 (previously 4) cents per hour will be paid for work on the afternoon shift and of 10 (previously 8) cents per hour for work on the night shift.

Provision is made for a *Safety and Industrial Hygiene Committee*, *seniority rights* and *grievance procedure*.

Chemical Products—*Beauharnois, P.Q.—Dominion Tar and Chemical Company Limited (Dominion Alkali and Chemical Company Limited) and International Chemical Workers Union, Local 379.*

Agreement to be in effect from May 15, 1952, to May 15, 1953, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: for day workers—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; for shift workers—42 per week on the basis of a 7-day operation consisting of 8-hour shifts averaged over a 4-week period. *Overtime:* time and one-half for work in excess of the regularly scheduled hours in any one day or in any one week and for work on Sundays, except where such work is part of the regularly scheduled shift; double time for work on 7 specified *paid holidays*. Employees required to work 2 or more hours overtime without notice at least 2 hours prior to the beginning of their regular shift shall be given a meal allowance of $1 for the period from 2 to 4 hours overtime and an additional 50 cents for any part of each additional 4-hour period of overtime.

Vacations with pay: after one year's continuous service one week, after 3 years' continuous service 2 weeks; employees with less than one year's service will be granted one-half day for each complete month of service.

Hourly wage rates: production department—operator $1.52, rectifier operator $1.47, operator helper "A" and mercury recovery man $1.42, operator helper "B" $1.31, stationary engineer $1.61, cell reconditioning (lead hand) $1.47, cell reconditioner $1.31; tank car reconditioner $1.52, helper $1.42; maintenance department—chief tradesman, stationary engineer $1.61, bulldozer and trackmobile operator $1.54; tradesman "A" $1.54, "B" $1.47, "C" $1.41, helper $1.31; shift serviceman $1.52, payloader operator, fireman, stores attendant, brakeman $1.31; labourer, janitor $1.22. (The above rates are from 6 to 8 cents per hour higher than the previous rates.) A starting rate of 7 cents per hour less than the regular rate may be paid for not more than 2 months. Effective November 15, 1952, stationary engineers and chief tradesmen will be granted an increase of 2 cents, and all other employees an increase of one cent, per hour.

Off-shift differential: a premium of 5 (previously 3) cents per hour shall be paid for all regularly scheduled work performed on all shifts other than the day shifts.

Clothing: the company agrees to make available, at cost, standard working clothing in a minimum number of sizes and types and to replace or repair employees' clothing which may have been destroyed or damaged by causes beyond their control. It will also supply, free of charge, laundry service to employees working in the cell room and to any maintenance men exposed to mercury.

Seniority: departmental seniority shall be recognized for promotions and filling of vacancies and plant-wide seniority for layoffs and recall.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Oil Refining—*Vancouver, B.C.—Shell Oil Company of Canada Limited (Shellburn Refinery) and the Oil Workers' International Union, Local 596.*

Agreement to be in effect from September 1, 1952, to August 31, 1953, and thereafter, subject to two months' notice. This agreement is similar to the one previously in effect (L.G., Nov., 1951, p. 1533) with the following changes:—

Hourly wage rates are increased by 6½ per cent. For cleaning or doing repair work inside certain specified pieces of uncleaned refinery equipment employees will now be paid the regular rate plus 10 cents per hour instead of $1.45½ or the regular rate plus 5 cents per hour, as previously.

Night-shift differential: employees will now receive 7 (previously 5) cents per hour for work between 4 p.m. and 12 midnight and 14 (previously 8) cents per hour for work between 12 midnight and 8 a.m.

Transportation and Public Utilities

Transport Drivers—*Province of Quebec—The Automotive Transport Association of the Province of Quebec and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106.*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 2 months' notice.

Union security: maintenance of membership for all union members as of March 23, 1949.

Check-off: the company agrees to deduct monthly union dues from the pay of any eligible employee who so authorizes. All employees hired on or after March 23, 1949, shall, as a condition of employment, authorize the company to deduct such union dues.

Hours: 10 per day Monday through Friday, 5 on Saturday, a 55-hour week. The starting and stopping hours shall be mutually agreed upon between the employer and the union representatives and shall not be varied except with the consent of both parties. *Overtime:* time and one-half for the first 6 hours of work in excess of the standard working hours in any one shift; double time thereafter and for work on Sundays and on 6 specified holidays, 5 of which are *paid holidays.* Effective February 1, 1953, time and one-half will be paid for all work in excess of 10 hours Monday through Friday and after 5 hours on Saturday or for work in excess of 50 hours per week.

Vacation with pay: employees with less than 3 years' continuous service shall receive a vacation with pay calculated at 2 per cent of the wages earned; employees with 3 or more years of continuous service shall receive 2 weeks' vacation with pay calculated at 4 per cent of their total earnings during the year in which they earned their vacation.

Wages: for wage rates see under "Truck Drivers, Montreal" in the article "Collective Agreement Act Quebec" below (p. 98). The rates for employees at branches of the companies located outside of the Metropolitan area of Montreal shall be 5 cents per hour lower than the rates for their respective classifications in the Montreal zone.

Welfare plan: the employer shall pay the sum of $3.50 each calendar month for each eligible employee who has worked a minimum of 80 hours during that month, to cover the following benefits: (a) loss of life, natural death $2,000, accidental death $3,000, dependents up to $500; (b) dismemberment up to $1,000; (c) loss of time, general helpers $25 others $30 (per week); (d) hospital benefits, room and board up to $5 per day, other hospital charges up to $100, ambulance up to $10; (e) surgical benefit, maximum reimbursement $200; (f) medical benefit, per visit (at hospital) $3; (g) polio benefit, maximum reimbursement $2,500.

Seniority: in promotions, lay-offs and re-hiring: (a) length of continuous service; (b) ability, qualifications and skill, and (c) family responsibilities will be considered in the order named. The union representatives shall receive favourable consideration as to seniority in the event of a lay-off due to lack of work.

Safety: a safety campaign will be immediately inaugurated; the union agrees to provide an educational course for its members to develop safety.

Provision is made for *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of one agreement and the amendment of six others, all summarized below.

A request for the amendment of the agreement for retail stores at Roberval was published in the *Quebec Official Gazette* of October 25; another request for the amendment of the agreement for barbers and hairdressers at Rouyn and Noranda was gazetted October 31. Requests for the amendment of the agreements for the building trades (elevator construction section), for millinery workers and for the sheet metal fabrication industry at Montreal, as well as for the clock and watch repair industry in some cities and towns of the province were gazetted November 8. Requests for the amendment of the agreements for truck drivers, for the building trades and for hospital and charitable institution employees at Quebec, as well as for the printing industry at Montreal were all published in the issue of November 15.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Ladies' Cloak and Suit Industry, Province of Quebec

An Order in Council, dated November 6, and gazetted November 15, amends the previous Orders in Council for this industry (L.G., Aug., 1949, p. 987; Jan., 1950, p. 77; April, 1951, p. 543, and previous issues). Amendment to be in effect from July 1, 1952.

Vacation: after one year of continuous service, every employee is entitled to an annual vacation of 2 weeks with pay instead of one week as formerly; an employee with less than one year's service is entitled to as many whole working days (previously ½ days) as his number of months of continuous service. If an employee's service is terminated, for any reason, before a year of continuous service, he will receive, in lieu of vacation with pay, a sum equal to 4 per cent (previously 2 per cent) of the wages earned by him during that portion of the year of continuous service spent in the employ of his employer between July 1 and June 30.

Men's and Boys' Shirt Manufacturing Industry, Province of Quebec

An Order in Council, dated November 6, and gazetted November 15, amends the previous Order in Council for this industry (L.G., Feb., 1952, p. 178).

Industrial jurisdiction: as previously in effect this agreement applies to all employers engaged in manufacturing fine, sports, military and night shirts, as well as underwear and pyjamas, for men and boys over 14 years of age. It does not apply to the manufacture of garments already covered by an existing agreement extended under this Act. However, the present amendment now provides that effective January 1, 1953, this agreement also applies to shirts for boys of 6 to 14 years of age, and will also apply to work shirts, when in either case the manufacturing of the above garments represents at least 25 per cent of the total production of an employer in the course of the calendar year 1952, and from year to year, the same conditions applying. The present agreement, as amended herewith, does not apply to underwear of knitted fabrics, nor to shirts, pyjamas or garments of any description up to and including the age of 6 years.

Printing Industry, Montreal

An Order in Council, dated October 15, and gazetted October 25, amends the previous Orders in Council for this industry (L.G., May, 1949, p. 604; June, 1951, p. 827; June, 1952, p. 780, and previous issues). Another amendment to this agreement was published in the *Quebec Official Gazette* of June 7, 1952.

Minimum hourly wage rates: a schedule of minimum rates for apprentices forms part of this amendment as follows: apprentices (composition ruling, cutting, etc. departments)—from 53 cents per hour in first 6 months to $1.45 in second 6 months of sixth year in zone I, from 46 cents to $1.18 in bone II and from 43 cents to $1.12 in zone III; apprentices (printing shops, all presses) —from 54 cents per hour in first 6 months to $1.37 in second 6 months of fourth year in zone I, from 45 cents to $1.13 in zone II and from 40 cents to $1.04 in zone III; apprentices in fifth, sixth and seventh years on platen presses, card presses, envelope presses, etc.—$1.43 to $1.47 in zone I, $1.14 to $1.17 in zone II and $1.08 to $1.11 in zone III; apprentices in fifth, sixth and seventh years on rotary presses, flat cylinder bed presses, etc.—$1.48 to $1.64 in zone I, $1.18 to $1.42 in zone II and $1.12 to $1.29 in zone III.

The present amendment now provides for a distinction between apprentices in the press department in zone I, II and III. Apprentices of the press department in zones II and III are now governed by certain regulations previously applicable to apprentices of the composition, ruling, cutting, etc. departments, only. Other provisions of this amendment include the revision of regulations applicable to the industrial jurisdiction of this agreement.

Garages and Service Stations, Rimouski

An Order in Council, dated October 15, and gazetted October 25, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78; Aug., 1951, p. 1108). Agreement to remain in effect until April 13, 1953, and thereafter from year to year, subject to notice.

Hours: regular working hours are reduced from 10 to 9 per day and from 60 to 54 hours per week. Working hours are now distributed between 7 a.m. and 9 p.m. Monday through Saturday instead of between 7 a.m. and 11 p.m. Monday through Friday and on Saturday between 7 a.m. and 6 p.m., as previously. Shift work provisions are included as formerly.

Overtime: time and one-half for all time worked beyond 9 p.m. Monday through Saturday or for work in excess of 9½ hours per day or 55 hours per week; time and one-half for work on Sundays and holidays when 3 or less service stations are open, double time when more than 3 are open. (Previously time and one-half for work in excess of 60 hours per week; double time for work on Sundays in accordance with the provisions of the Weekly Day of Rest Act to all employees except servicemen who were paid their regular rate plus 10 per cent.)

Minimum hourly wage rates: mechanic, fitter, machinist, electrician, bodyman, wheelwright, welder, painter, upholsterer, glazier, vulcanizer—class "A" $1.25, class "B" $1.10, class "C" 90 cents per hour; service men and apprentices from 50 cents per hour in first year to 85 cents in fourth year. (The above rates are from 10 to 25 cents per hour higher than those previously in effect.) Minimum rates for spare parts clerks (previously stock room clerks) are now 95 cents per hour for class "A", 85 cents for class "B"; apprentices from 50 to 75 cents per hour. (Previously stock room clerks were paid 73 cents per hour for class "A", 59 cents for class "B", 49 cents for class "C", 33 cents and 39 cents per hour in first and second years respectively.) Minimum rates and classes of apprentices and spare parts clerks are limited in proportion to the total number of such workers employed in an establishment. Higher wages than the minimum rates fixed in the present agreement will not be reduced in any way for the duration of this agreement.

Cost-of-living escalator clause published in the LABOUR GAZETTE of August 1951, is not included in this amendment.

Vacation: in addition to one week with pay after one year of continuous service, previously provided for, employees are now entitled to a second week with pay after 5 years of continuous service. However, it is provided that although the first week will be given between April 1 and November 1 of the current year (date to be fixed by the employer), the second week (at the option of the employer), may be given at any time of the year, or that remuneration equal to one week's wages or 2 per cent of the wages earned by the employee during the current year (12-month period ending April 1) may be given in lieu thereof.

Transportation and Public Utilities

Truck Drivers, Montreal

An Order in Council, dated November 6, and gazetted November 8, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 995; Aug., 1949, p. 989; April, 1951, p. 547; Feb., 1952, p. 179).

Overtime: effective from February 1, 1953, time and one-half will be paid for all work in excess of 10 hours per day, Monday through Friday, and after 5 hours on Saturday, or in excess of 50 hours per week. Overtime allowed after 10 hours per day or 5 hours on Saturday is not to be included in calculating overtime in excess of the weekly work. Overtime rates on Saturday for furniture moving operations will be paid at the rate of time and one-half for the first 10 hours. No provision is made in this amendment for any revision of the regulations previously providing double time for work on Sundays or any of 6 specified holidays (5 of which are paid holidays).

Minimum hourly wage rates for a standard work week unchanged at 55 hours per week: junior helpers starting at 45 cents per hour are paid 50 cents after 6 months; helpers (general) from 73 cents to 83 cents after 6 months; dockmen, warehousemen, checkers from 87 cents to 97 cents after 6 months; chauffeurs, chauffeur (semi-trailer) from 88 and 93 cents to $1.03 and $1.08 respectively, after 6 months. (The above rates after 6 months for helpers (general), dockmen, warehousemen, checkers are 5 cents per hour higher than those previously in effect and the rates for chauffeurs and chauffeurs (semi-trailers) are 10 cents per hour higher; other rates are unchanged.)

Vacation: one week with pay after one year of continuous service as previously provided for. This amendment now provides for 2 weeks' vacation with pay or 4 per cent of total earnings of the year which entitles them to the vacation, after 3 or more years of continuous service. (Previously 2 weeks with pay after 3 or more years of service but the second week could be cancelled, upon mutual agreement between employer and employee, provided the employee received compensation equal to 2 per cent of wages earned.)

Other provisions include regulations governing eligibility of employees to insurance and to holidays with pay.

Longshoremen, Checkers and Coopers (Ocean and Inland Navigation), Sorel

An Order in Council, dated October 8, and gazetted October 31, amends the previous Order in Council for this industry (L.G., April 1951, p. 547). The names of 2 additional stevedoring companies are added to the list of contracting parties. The present agreement, as amended, will remain in effect until January 31, 1953, and thereafter from year to year, subject to notice.

Overtime: double time (previously time and one-half), for work done on Sundays or any of 5 specified holidays; time and one-half for work on Saturday between 1 p.m. and 6 p.m. (the last provision is added). Other overtime provisions which remain unchanged include time and one-half for work during meal hours, and double time after 6 p.m. and for work on Sundays or any of 5 specified holidays for workers engaged in the handling of explosives.

Minimum hourly wage rates: for loading grain—$1.38 for work between 7 a.m. and 6 p.m.; $2.07 for work between 7 p.m. and 6 a.m.; for unloading grain out of lake and ocean vessels into the elevator—$1.28 per hour between 7 a.m. and 6 p.m.; $1.53 per hour between 7 p.m. and 6 a.m.; for loading or unloading of cargoes not otherwise specified from or to vessels and/or railroad cars, cleaning or bunkering of vessels and erection of grain fitting—$1.33 for work between 7 a.m. and 6 p.m.; $1.99½ for work between 7 p.m. and 6 a.m.; for loading or unloading of vessels and/or railroad cars and cleaning same from sulphur, china clay, potash, cyanamid, pitch and other similar strong cargoes not including phosphates—$1.48 for work between 7 a.m. and 6 p.m.; $2.22 for work between 7 p.m. and 6 a.m.; water boy (employed on the handling of any cargo, except grain) $1.23 for work between 7 a.m. and 6 p.m., $1.84½ for work between 6 p.m. and 6 a.m. (Minimum rates shown above for work between 7 a.m. and 6 p.m. are 30½ cents per hour higher than those previously in effect; minimum rates shown above for work between 7 p.m. and 6 a.m. are from 45½ to 84½ cents per hour higher than the rates formerly in effect for work done between midnight and 6 a.m., which rates were the highest of 2 separate scales of minimum rates formerly fixed for work between 7 p.m. and midnight and from midnight to 6 a.m.

Service

Hospital and Charitable Institution Employees, Sherbrooke

An Order in Council, dated October 15, and gazetted October 25, repeals the previous Orders in Council for this service (L.G., Nov., 1944, p. 1369; July, 1946, p. 931; Jan., 1947, p. 51) from October 21, 1952.

(Concluded from page 39)

On the whole, office staffs share in the benefits won by factory personnel through collective bargaining. On the other hand, they have fewer regulations on working conditions, as these are left in most cases to the discretion of branch or department heads.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc.* include eight new schedules, and the amendment of one other, all summarized below.

NOVA SCOTIA

Construction

Carpenters, Sydney

An Order in Council, dated October 10, and gazetted October 22, makes binding the terms of a new schedule for carpenters at Sydney, to be in effect from November 1, 1952, to May 31, 1953, and thereafter until rescinded.

The terms of this schedule are similar to those which were previously in effect and summarized in the LABOUR GAZETTE of March 1951, p. 360, with the exception of the following:—

Hours are unchanged at 8 per day, 40 per week. However, it is now provided that distribution of regular hours may be arranged to conform to certain conditions, subject to mutual consent of employers and union.

Minimum hourly wage rate for journeymen carpenters is increased from $1.40 to $1.80 per hour. Apprentices' rates are increased from 71½ cents to 97 cents per hour in first 500 hours and from $1.26 to $1.63 per hour during eighth 1,000 hours. Employees required to work on scaffolds 50 feet or more will receive 5 cents per hour extra for the first 10 feet and an additional 10 cents per hour every 20 feet thereafter. (The last provision is new.)

NEW BRUNSWICK

Construction

Plumbers, Moncton

An Order in Council, dated October 23, and gazetted November 5, makes binding the terms of a new schedule for the plumbing and pipefitting trades in the zone comprising the area within a radius of 5 miles from the City Hall in the City of Moncton and including the Village of Dieppe, to be in effect from November 1, 1952, until December 31, 1952.

The terms of this schedule are similar to those which were previously in effect and summarized in the LABOUR GAZETTE., December 1951, with the exception of the following:—

Minimum hourly wage rate for work done during regular working periods is increased from $1.25 to $1.40 per hour and for work done during special working periods from $1.33 to $1.50 per hour. Weekly hours are unchanged at 44 per week.

Carpenters, Saint John

An Order in Council, dated October 23, and gazetted November 5, makes binding the terms of a new schedule for the carpentry industry within a radius of 15 miles from the County Court House in the City of Saint John, to be in effect from October 1, 1952, until June 15, 1953.

Hours: 8 per day, Monday through Friday, a 40-hour week.

Overtime: $2.18 per hour during the first 4 hours worked in excess of regular hours, or on Saturday; $2.90 per hour for all other overtime, and for work on Sundays or any of 9 specified holidays (an increase of one). (Overtime rates are unchanged from those previously in effect.)

Minimum hourly wage rate is increased from $1.37 to $1.45 per hour for work during regular working periods. Work done during special working period will be payable at the rate of 8 hours' pay for 7 hours' work.

Painters, Saint John

An Order in Council, dated October 23, and gazetted November 5, makes binding the terms of a new schedule for painters, decorators and paperhangers in the zone comprising the area within a radius of 15 miles from the County Court House in Saint John, to be in effect from October 15, 1952, until December 31, 1952.

The terms of this schedule are similar to those previously in effect and published in the LABOUR GAZETTE, April 1952, with the exception of the following:—

Minimum hourly wage rate for work done during a regular working period is increased from $1.15 to $1.24 per hour and for work done during a special working period from $1.28 to $1.32 per hour. Weekly hours remain unchanged at 40 per week.

Specified holidays are increased from 8 to 9.

ONTARIO

Construction

Electrical Workers, Cornwall

An Order in Council, dated October 9, and gazetted October 25, makes binding the terms of a new schedule for the electrical

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, August, 1951, p. 1110.

repair and construction industry in the Cornwall Zone, to be in effect from November 4, 1952, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the LABOUR GAZETTE, December 1951, with the exception of the following:—

Minimum hourly wage rate for work during regular working periods and for night work is increased from $1.50 to $1.65 per hour. Weekly hours are unchanged at 44 per week.

Specified holidays are reduced from 8 to 7 by the deletion of Remembrance Day.

Plumbers, Ottawa

An Order in Council, dated October 9, and gazetted October 25, makes binding the terms of a new schedule for the plumbing and heating industry at Ottawa, to be in effect from November 4, 1952, during pleasure.

The terms of this schedule are similar to those which were previously in effect (L.G., Jan., 1951, p. 65) with the exception of the following:—

Minimum hourly wage rate is increased from $1.70 to $1.95 per hour. Regular hours are unchanged at 8 per day, 40 per week.

Sheet Metal Workers, Ottawa

An Order in Council, dated October 16, and gazetted November 1, makes binding the terms of a new schedule for sheet metal workers at Ottawa, to be in effect from November 11, 1952, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the LABOUR GAZETTE, November 1950, with the exception of the following:—

Minimum hourly wage rate is increased from $1.57 to $1.82 per hour for a regular work week of 40 hours.

SASKATCHEWAN

Construction

Carpenters, Swift Current

An Order in Council, dated October 17, and gazetted October 25 makes binding the terms of a new schedule for carpenters at Swift Current and within a radius of 5 miles, to be in effect from November 4, 1952, during pleasure.

Minimum hourly wage rate for journeymen carpenters $1.55 per hour; for carpenters who are not journeymen $1.30 per hour.

ALBERTA

Manufacturing

Garages and Service Stations, Edmonton

An Order in Council, dated October 6, and gazetted October 15, amends the previous Orders in Council for this industry (L.G., Dec., 1946, p. 1779; Jan., 1951, p. 65).

Hours: 8 per day, 44 per week (a reduction of 2½ hours per week). If distribution of working hours fixed in this amendment is impractical, weekly hours may be varied to provide an average of 44 hours in a period of 4 weeks, but in no case will the total hours worked in any one week exceed 48 hours.

Overtime: time and one-half, as previously, for work in excess of regular hours and on Sundays and specified holidays.

Minimum hourly wage rates for mechanics are increased from $1.25 to $1.45 per hour for class AA, from $1.15 to $1.35 for class A1, from $1.05 to $1.25 for class A. The classification mechanic class B is deleted. Minimum rates for other employees are not affected by this amendment.

Through a suggestion of the LMPC, the work-flow in one section of the Robinson Industries Ltd., in Hamilton has been considerably improved. The committee suggested that "job run" forms for machine operators be posted on bulletin boards in advance of the time to start a new operation. In this way, the operators could have a good part of the procedure for starting a new press job done while the last job was still being finished. In addition this suggestion enabled them to know what type of ink to use; if it was the same as the preceding, unnecessary cleaning of presses was eliminated. The idea has also resulted in considerable savings in ink.

Local 540 of the International Printing Pressmen and Assistants' Union of North America (AFL-TLC) is the bargaining agent participating in this LMPC.

The Labour-Management Co-operation Committee (LMPC) in the Express Department of the CNR at Montreal is showing steady progress. A report in the November issue of *The Mount Royal News* (newssheet of "Mount Royal" Division 39 of the Canadian Brotherhood of Railway Employees and Other Transport Workers), under the heading "Labour-Management Committee Going Places," said:—

"This Committee really is doing a job. In addition to a number of matters being attended to, there is a much better relationship existing around the sheds these days. For our part, let us remember that co-operation works both ways. Let us do our part."

The "News" also plans to run a monthly column on the LMPC "to summarize its activities or report special events in connection with its work."

U.S. Amends Coal Mine Safety Act to Permit Closing of Unsafe Mine

Federal inspectors, formerly without authority to enforce compliance with their recommendations, now have power to shut down mines where imminent danger of explosion, fire, flood or hoisting accident exists

By virtue of its power to regulate interstate and foreign commerce, the Congress of the United States has adopted legislation which permits federal inspectors of coal mines to close down a mine when they find there is imminent danger of a major disaster or where the safety requirements of the Act have not been complied with. State co-operation in the enforcement of the federal law is provided for.

Where a state elects to co-operate through its official mine inspection or safety agency, a joint inspection by the federal inspector and a state inspector must be made.

The Act is designed to remove the causes of and prevent such major disasters as mine fires, explosions, inundations, or man-trip or man-hoist accidents. The enactment and enforcement of laws with regard to general accidents, and safety, health and welfare of mine employees are left to the states.

Amendments to the Federal Coal Mine Safety Act, 1941, which give to the federal Government of the United States enforcement powers for the prevention of major disasters in coal mines were signed by President Truman on July 16. Under the amending Act, federal inspectors, who formerly had no authority to enforce compliance with their recommendations for mine safety, now have power to shut down a mine and may do so where there is imminent danger of a mine explosion, fire, inundation or man-trip or man-hoist accident or where there is a continued violation of the safety provisions now contained in the Act. A major disaster, as classified by the United States Bureau of Mines, is one in which five or more persons are killed.

History and Background

Until the passage of these amendments, the enforcement of mine safety laws was a matter left solely to the states. The 29 coal-mining states have a great number of regulations affecting the safety of coal miners but the power given to inspectors for obtaining compliance with the regulations varies greatly.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The 1941 federal Act, applicable to mines the products of which regularly enter interstate commerce, authorized inspection of coal mines by the Secretary of the Interior, acting through the Bureau of Mines, for the purpose of obtaining information relating to the safety and health of workers in the mines, the causes of accidents involving bodily injury or loss of life and the causes of occupational diseases originating in the mines.

The Secretary is required to submit an annual report to Congress on the information he has obtained and to make recommendations with respect to any legislative action which he considers necessary. The Act also authorizes the publishing of studies concerning the promotion of health and safety and the prevention of accidents in coal mines. The Act as passed in 1941, however, did not require the mine operators to comply with the standards or recommendations of the Secretary.

In administering the Act, provision was made for co-operation between the Secretary of the Interior and the official mine inspection or safety agencies of the states.

Following the disaster in 1947 at the Centralia coal mine in Illinois in which 111 miners were killed through an explosion of highly combustible coal dust, Congress passed an Act requesting that the coal

operators and state mining agencies report on the extent of compliance with safety standards developed by the federal Bureau of Mines. It was found that in 1946-47 only 25 per cent of the Bureau's recommendations were complied with. During 1950-1951, 6,360 mines were inspected and more than 121,000 violations of the Federal Mine Safety Code were reported but only 27 per cent of the inspectors' recommendations were carried out.

After a series of disasters in 1951, chief of which was the explosion of West Frankfort, Ill., in which 119 coal miners were killed, the Secretary of the Interior recommended to Congress the passage of legislation embodying compulsory federal safety regulations and giving the Secretary of the Interior authority to shut down dangerous mines. Accordingly, the 1952 amendments to the Federal Coal Mine Safety Act were passed.

1952 Amendments

The 1952 amendments add a new section to the statute (Title II—Prevention of Major Disasters in Mines). They enact into law safety provisions which coal operators are required to comply with in order to eliminate the causes of major disasters. Some of these basic causes are excessive accumulations of loose coal, coal dust and other combustible materials; accumulations of explosive gases; inadequate precautions in extending underground working areas towards abandoned workings in which water may be impounded; and unsafe hoisting equipment and travelways by which men are transported to working places in the mine.

The safety provisions therefore provide for determining whether or not a mine is a gaseous mine and lay down definite requirements with respect to proper ventilation, rock-dusting, permissible electrical equipment, fire protection, adequate roof support in the travelways and hoisting. In cases of non-compliance with these provisions, a mine-closing order may be issued by a federal coal mine inspector.

It is to be noted that, under the amending Act, the jurisdiction of the federal Government is limited to a small part of the whole field of coal mine safety. The amendments seek to ensure that employees will be provided with a safe place in which to work and to eliminate the causes of disaster over which mine workers have no control. The states retain responsibility for enacting and administering proper laws for the prevention of accidents arising from human failure, in which it is estimated that 90 per cent of fatalities in the coal mining industry occur.

According to the report of the Committee on Education and Labour to the House of Representatives on the amendments to the Act,

> the Bill is not designed to prevent the day-to-day accidents which occur in the mine industry nor for the general health and welfare of the miners. This large field is left to the co-operative efforts between the federal Bureau, the state agencies, employers and employees. The enforcement of rules and regulations in the field of day-to-day accidents, safety, health and welfare is clearly left within the jurisdiction of the several states.

No state or territorial law in effect or which may be enacted in future will be superseded by the federal Act unless its provisions conflict with the Act. Furthermore, any provisions of a state law which provide for greater safety of persons engaged in coal mining operations than do the provisions of the federal Act will prevail. State workmen's compensation laws are not superseded in any way.

State Co-operation

Provision is made for state co-operation in carrying out and enforcing compliance with the federal law. A state which desires to co-operate in making mine inspections is required to have a state plan approved by the Director of the Bureau of Mines designating the responsible state agency, giving assurances that a competent inspection staff will be available to participate in inspections and making provision for reports to be furnished to the Director.

After a state plan has been approved, a mine inspection may not be made in that state by a federal inspector unless a state inspector participates, except where an inspection is urgently necessary to determine whether or not there is danger of an immediate disaster and state participation would cause delay.

Annual Inspection

The Act requires an inspector of the federal Bureau of Mines to make an annual inspection of every mine of which the products regularly enter interstate or foreign commerce or the operations of which substantially affect such commerce. (Strip mines and mines in which no more than 14 persons are regularly employed underground are exempted.) An annual inspection is the minimum requirement and further inspections may be made as the Director deems necessary.

Mine-closing Orders

If, on inspecting a mine, a federal inspector discovers that there is imminent danger of a mine explosion, fire, inundation or man-trip or man-hoist accident, he must determine the extent of the area in which the danger is present and order all persons to be withdrawn from the area.

If the inspector finds that one of the mine safety provisions of the Act is being violated without there being any indication of immediate danger, he must set a reasonable time-limit during which the operator must have the condition remedied. This period may be extended if circumstances warrant it. A special inspection must be carried out when the period of time allowed, or an extended period, expires or whenever a mine operator requests a special inspection. The inspector must then determine whether a further time extension may be made or he may close down the dangerous section of the mine.

If a mine-closing order is issued because of imminent danger in a mine in a state in which a state plan is in effect and a state inspector did not participate in the inspection on which the order is based, the operator of the mine may request the state agency to have the mine inspected. However, the mine remains closed regardless of the findings of the state inspector.

In such a state a mine cannot be closed because of continued violation of the mine-safety provisions of the Act unless a state inspector agrees. If he does not agree, either he, the operator or the federal inspector may apply within 24 hours after the inspection for the appointment of an independent inspector by the chief judge of the United States District Court for the district. The independent inspector must inspect the mine within five days after his appointment. If, after this inspection, either the independent inspector or the state inspector concurs in the mine-closing order, it must be issued. Notice of any finding or order must be posted on the bulletin board of the mine.

Appeals

Provision is made for a coal mine operator to appeal a mine-closing order either to the Director of the Bureau of Mines or to the Federal Coal Mine Safety Board or Review.

When the Director receives an application for review of a mine-closing order, he must himself re-inspect the mine or have a special inspection carried out by three federal inspectors other than the inspector who originally issued the closing order. After inspecting the mine or on receiving the inspection report, the Director must issue an order annulling, revising or affirming the original closing order. An order of the Director may be appealed to the Board.

In a state where a state plan is in effect the appeal must be made to the Board of Review set up under the Act. The Board is an independent tribunal composed of three members appointed for a three-year period by the President with the advice and consent of the Senate. One member must represent the viewpoint of coal mine operators, another the viewpoint of workers and the third member, the chairman, must be a graduate engineer with experience in the coal mining industry or at least five years' experience as a practical mining engineer in the industry.

The Board is required to fix a time for a prompt hearing of an appeal. In the meantime the mine operator may request the Board to grant temporary relief from the order and the Board may grant such relief after it holds a hearing at which both the applicant and the Director are heard. The Board is not bound by any previous findings of fact made by the Director or a coal mine inspector and may take evidence from both parties. The burden of proof rests upon the Director. The findings and orders issued by the Board must be in writing and must bear the signatures of the members who concur.

The Act provides that any final order issued by the Board revising, affirming or annulling the original order is subject to review by the United States Court of Appeals if notice of appeal is filed within 30 days after the date of the order. Pending the hearing of the appeal, the Court may postpone the effective date of the final order or grant other appropriate relief. The Court must hear the appeal on the record made before the Board and permit argument by both parties. The decision of the Court of Appeals is final, subject only to review by the United States Supreme Court.

Gassy Mines

The Act also authorizes a federal inspector to issue an order requiring a mine operator to comply with the mine safety provisions which govern the operation of gassy mines. Such an order is issued when the inspector finds that methane has been ignited in the mine or that methane gas is present in an amount of 0·25 per cent or more in any open workings when tested

by recognized means of accurately detecting the gas at a point not less than 12 inches from the roof, face or rib. An operator who does not agree with the inspector's finding has the option of appealing either to the Director or to the Board of Review for an annulment of the order.

Mine Safety Provisions

Every mine operator and every person on the mine premises must comply with the safety provisions of the Act. In general, these provisions may be summarized as follows:—

They contain special provisions which must be complied with in a mine classified by state law as a gassy mine or where the federal inspector has found dangerous amounts of methane gas.

They seek to safeguard workers against accumulations of explosive gas by adequate ventilation and sealing of abandoned workings.

They require regular examinations of all underground areas.

They require accumulations of coal dust ot be covered with inert rock dust so that the combined coal dust and rock dust will not explode or burn.

They provide that electrical machinery must be of an approved type so as to prevent sparks from igniting an explosive mixture of air.

They require bore-holes to be drilled in advance of the working place when approaching abandoned workings which may contain dangerous accumulations of water.

They provide that hoists must be equipped with safety brakes and safety catches and must be inspected daily.

They prescribe fire prevention precautions.

Ventilation

The active underground working places must be ventilated by a current of air containing not less than 19·5 per cent oxygen, not more than 0·5 per cent carbon dioxide and no harmful quantities of other noxious gases. Its volume and velocity must be sufficient to dilute, so as to render harmless, and to carry away harmful gases. Special provisions apply to ventilation in bituminous coal, lignite and anthracite mines. Precautions must be taken to ensure that the air does not contain more than one per cent methane gas.

In a gassy mine air may not be used for ventilation purposes if it has passed through abandoned workings which are inaccessible for inspection or if it has been used to ventilate a pillar line or an area from which pillars have been removed. However, if compliance with this section is impossible, the mine may continue to be operated for a reasonable time until, with future mine development, ventilation can be changed to comply with this provision. In no case, however, may air be used to ventilate the mine if it contains more than one per cent methane.

Examinations for Gas and Other Hazards

A thorough inspection must be carried out in a gassy mine within the four-hour period before each shift begins. Each person designated to make the examination must be assigned to a definite underground area and must inspect every active working face, testing with a permissible flame safety lamp for accumulation of methane and oxygen deficiency; examine seals and doors; inspect and test roof, face, and rib conditions; inspect travelways, approaches to abandoned workings and accessible falls in active sections for explosive gas and other hazards; and determine whether the air in each split is travelling in its proper course and in normal volume.

If, during the inspection, the mine examiner finds a dangerous condition, he must post a danger sign conspicuously at a point where it will prevent persons from entering the danger area. The mine examiner must place his initials and the date near the face of each place examined. After the examination is completed, the mine examiner must report the results to a designated person before the shift begins and must also record his report in a book kept at the surface. No person may enter an underground area in a gassy mine, except during a coal-producing shift, unless an examination has been carried out within the previous 12 hours.

In non-gassy mines a similar examination must be made at least once a day. The daily examination must be made within the four hours preceding the beginning of the first coal-producing shift.

In addition, at least once during each shift the underground workings of all mines must be examined for hazards. In gassy mines this examination must include tests for oxygen deficiency and methane.

In a gassy mine, all workings which are abandoned after July 16 or the date on which the mine became a gassy mine, whichever date is later, must be sealed or ventilated.

Rock-Dusting

Coal dust, loose coal and other combustible materials must not be permitted to accumulate in dangerous quantities in

active underground workings. Except in anthracite mines, if underground mining operations raise an excessive amount of dust, water or another effective method may be used to allay the dust at its source. All underground mines, except those in which the dust is too wet or too high in incombustible content to cause an explosion, must be rock-dusted to within 40 feet of all faces. Where rock dust is applied, the incombustible content of the combined coal dust, rock dust and other dust must not be less than 65 per cent. Rock-dusting is not required in anthracite mines, because anthracite coal dust is not explosive.

Electrical Equipment

All electric face equipment used in a gassy mine must be approved by the Director unless the equipment was in use before the Act went into force or before the mine became a gassy mine, whichever date is later.

Fire Prevention

Suitable and adequate fire-fighting equipment must be provided for each mine. After blasting operations are carried out, an examination for fire must be made. Underground storage places used for storing more than two days' supply of lubricating oil and grease must be of fireproof construction. Oil and grease kept in face regions or other underground working places must be stored in portable, closed, metal containers. All underground structures installed after the Act is in force must be fireproof.

Welding, cutting or soldering with arc or flame in underground regions in other than a fireproof enclosure must be done under direct supervision of a qualified person who must test for methane before and during such operations in gassy mines and must make a thorough search for fire after these operations have been carried out in any mine. Rock dust or suitable fire extinguishers must be immediately available during welding, cutting or soldering operations.

Smoking is forbidden underground in a gassy mine and persons are not permitted to carry smoking materials, matches or lighters underground. Only authorized electric lamps may be used in a gassy mine for portable illumination. Black blasting powder may not be stored or used underground in a mine. However, until January 16, 1953, this prohibition does not apply to a mine in which the storage and handling of such powder is expressly permitted by state statute. Mud caps and other unconfined shots must not be fired underground. Under specified conditions this restriction does not apply to anthracite mines.

Protection against Mine Inundation

Where a working place in an underground mine approaches within 50 feet of abandoned workings as shown by surveys made by a competent engineer, or within 200 feet of other abandoned workings which cannot be inspected and which may contain dangerous accumulations of water or gas, or within 200 feet of the workings of an adjacent mine, bore-holes must be drilled to a distance of at least 20 feet in advance of the face of the working place.

Roof Support

In order to prevent man-trip accidents, the roof and ribs of all active underground roadways and travelways must be adequately supported.

Hoisting

Hoists used for transporting persons at a mine, except hoists used in excavating shafts or slopes, must be equipped with overspeed, overwind and automatic stop controls, unless a second engineer is on duty. Such hoists must be equipped with brakes capable of stopping the cage when fully loaded and have a cable sufficiently strong to sustain the fully loaded platform with a proper margin of safety.

Cages used to transport persons in vertical shafts, unless they are also used to transport coal, must be equipped with safety catches which will act effectively in an emergency. Such safety catches must be tested every two months. Hoists used for transporting persons must be inspected daily.

Administrative Provisions

The Act permits the Director to determine whether the construction of any equipment conforms to specifications which are designed to ensure that the equipment will not cause a mine fire or explosion. If the equipment conforms to such specifications, the manufacturer is authorized to attach to it a label indicating that it has been approved.

No person may act as federal mines inspector unless he has the basic qualification of at least five years' practical experience in coal mining and is recognized by the Bureau as having the training or experience of a practical mining engineer.

An appropriation not exceeding three million dollars is set aside for administering the new provisions of the Act.

Penalties

A maximum penalty of $2,000 is provided for a mine operator, agent or any person who knows that a mine-closing order has been made and who fails to comply with the order. Any owner, lessee, agent, manager or other person who has control or supervision of a coal mine who refuses to admit the Director or authorized representative of the Bureau, a state inspector assigned in accordance with a state plan or an independent inspector appointed under the Act may be fined up to $500.

Legal Decisions Affecting Labour

British Columbia Appeal Court upholds contempt of court conviction of IWA picketers. Appeal case in Quebec deals with use of injunction in labour dispute in textile industry. Injured worker loses action for damages against employer in another Quebec case. Newfoundland magistrate finds fish products firm guilty of unfair labour practices

An appeal against the judgment of the British Columbia Supreme Court in which Tony Poje and other IWA members were found guilty of contempt of court for disobeying an anti-picketing injunction has been dismissed by the British Columbia Appeal Court. In Quebec, a textile company has won its appeal against an injunction obtained by the union to prohibit changes in work load during contract negotiations.

In a Quebec Superior Court action brought by a die maker injured by an automatic press it was held that the employer had fulfilled his obligation in warning the employee of the danger and supplying him with proper tools. He was held not negligent in permitting the man to test the die on a press that was not equipped with a guard.

A Newfoundland employer prosecuted for unfair labour practices was fined $400 in the Magistrate's Court at Harbour Grace.

British Columbia Appeal Court . . .

. . . dismisses appeal by members of woodworkers' union against conviction for contempt of court

The British Columbia Appeal Court on October 7 dismissed the appeal by an officer of the International Woodworkers of America (CIO-CCL) and 14 union members from the judgment convicting them of contempt of court for their defiance of an anti-picketing injunction issued during the lumber strike. The British Columbia Supreme Court had imposed a sentence of a $3,000 fine and a three-month prison term on the union leader and a $300 fine on each of the others (L.G., Nov., 1952, p. 1489).

Mr. Justice Smith and Mr. Justice Bird gave reasons for the judgment of the Court, while Mr. Justice O'Halloran gave a dissenting opinion.

Counsel for the union members appealed from the contempt of court judgment on the ground that the injunction order which the men had defied was a nullity that could be ignored because it was based on inadequate evidence, was contrary to the British Columbia Trade-unions Act, and because it was issued in permanent form. He maintained that the injunction order was contrary to Section 3 of the Act, which provides that no trade union or its officers, members or agents may be enjoined for the mere communication of facts concerning employment and for peaceful persuasion. He argued also that in accordance with the statute regulating *ex parte* injunctions the practice of the court is never to grant a perpetual injunction before trial.

Mr. Justice Smith and Mr. Justice Bird both emphasized that the order of a superior court is never a nullity but has full force until reversed or amended on appeal to a higher court. While these objections to the injunction might be grounds for an appeal, they were no basis for the argument that a person may with impunity ignore a court order which stands unchallenged. Mr. Justice Smith termed "entirely novel and against principle" the

idea that an order should be a nullity because founded on insufficient evidence. Similarly, the argument that a court acts without jurisdiction when it errs in matters of statute law was, in his opinion, clearly contrary to authority and principle.

A second argument presented by counsel for the appellants was that the Chief Justice of the Supreme Court who had found the men guilty of contempt of court was not entitled to take contempt proceedings on his own motion, as he had done. The shipping company, which had moved on July 23 to commit certain of the picketers for contempt of court for their defiance of the injunction, withdrew its motion on July 24 after a settlement had been reached with the woodworkers' union. The Chief Justice then initiated contempt proceedings himself.

Mr. Justice Smith held that the court may always intervene in such a case where its prestige is affected. Although disobedience to an injunction is generally considered an injury to the party who obtained it, it is also a challenge to the court, His Lordship stated. In this case the disobedience was not from negligence but deliberate and, therefore, constituted contumacious contempt of court. In His Lordship's words:—

> The way the injunction was received was a direct challenge to the court's powers. After it had been served on the union's officer, Poje, he continued not only to picket, but to picket with numbers that are very suggestive; in fact, they can only be given a sinister interpretation. The primary object was undoubtedly to overawe the longshoremen but even for that they were extravangantly excessive. On one occasion there were something like 190, on another between 60 and 70, on another more than 50. This clearly points to an attempt to impress the public with the power of the union and the size of its resources. A threat of force was inherent in the very numbers.

Mr. Justice Bird shared the view that the picketers' conduct was a challenge to the authority of the court carrying the implied assertion that the union and its members stood above the law. He also held that the Chief Justice had acted properly in taking contempt proceedings. Both judges cited cases as authority for the court's action.

Counsel for the union members raised several objections to the procedure followed by the Chief Justice, claiming among other things that no specific charge relating to the alleged contempt was made against his clients and that they were not given an opportunity to make a full defence.

Both Mr. Justice Smith and Mr. Justice Bird considered that there had been no impropriety in the Court's procedure. Where a judge acts of his own motion, the normal court rules do not apply, they held.

Although no formal charge was made against the union members, and no formal notice of the alleged contempt was given them before the writs were issued ordering them to appear in court, they had full knowledge of the charge against them since their counsel appeared in court on July 29 when the sheriff gave his evidence. Their counsel did have a chance to present their defence and he did give evidence on behalf of two of the men charged, who were subsequently acquitted. He admitted that the sheriff's evidence against the 14 others was correct, offered an apology to the Court on their behalf and asked for leniency.

For the reasons stated, the Court dismissed the appeal and upheld the judgment of Chief Justice Farris.

Mr. Justice O'Halloran, dissenting from the judgment of the Court, held that the question whether the contempt was of a civil or criminal kind was a determining factor in deciding whether the appeal should be upheld. He considered that the contempt proceedings were civil because they arose out of a civil action.

In His Lordship's view, the sentence imposed for contempt of court would be appropriate only if the contempt were of a criminal nature. He referred to *Seward* v. *Paterson* [1897], a case relied upon in the Supreme Court as a precedent for finding persons guilty of contempt for aiding and abetting in the breach of an injunction although they were not persons named in the injunction order. He pointed out that in that case the offence was undoubtedly criminal contempt because it was a breach of a perpetual injunction issued after a full hearing at the trial. He held that in the case at bar the union leader would have to be found guilty of criminal contempt before the other 14 union members could be convicted of contempt as aiders and abettors.

Mr. Justice O'Halloran then examined Poje's conduct to determine whether it could be considered criminal contempt of court. He had not interfered with the sheriff, and no charges of threats, abuse, violence or clear intimidation had been proved against him. The main complaint against him was that as picket captain he went up to a car of longshoremen and asked "Are you fellows longshoremen?" to which they replied "Yes, are we going to

load?" and Poje said "No sir, no sir." His Lordship considered that the nature of conversation indicated that an agreement had probably been reached by officials of the two unions. He also stated that it was not to be expected that members of the longshoremen's union would load the ship if even one picket remained there and, in fact, their agreement with their employer stipulated that they did not have to cross a picket line. For these reasons Mr. Justice O'Halloran considered that Poje had carried on communication without intimidation and so had not exceeded the limits of legal picketing. The same thing was true of the other 14 appellants.

In considering the appellants' claim that the injunction order was made without jurisdiction and was therefore a nullity, Mr. Justice O'Halloran dealt further with the problem of whether or not the picketing was legal. The injunction prohibited "watching and besetting," a term which is now generally accepted as synonymous with peaceful and orderly picketing, His Lordship stated. In his opinion it was established by the majority judgment of the Supreme Court of Canada in *R. Williams et al* v. *Aristocratic Restaurants* (L.G., 1951, p. 1553) that Sections 3 and 4 of the British Columbia Trade-unions Act prohibit the issuing of an injunction (even temporary before trial) to restrain peaceful and orderly picketing. He concluded therefore, since the injunction order in this case was against peaceful picketing, that it was without jurisdiction on its face and that the picketers had reason for so regarding it.

Mr. Justice O'Halloran stated that Chief Justice Farris in his reasons for judgment seemed to have taken it for granted that the conduct of the men if pursuing peaceful picketing was in itself an offence, because it occurred during a strike which he considered illegal. Mr. Justice O'Halloran said he had held the same view in principle until the reasoning of the Supreme Court of Canada in the *Aristocratic Restaurants* case, where the picketing was held to be legal although it occurred when there was no strike, where no members of the union were employed in the restaurants, and the restaurants suffered considerable loss from the picketing. He referred also to the judgment of the Ontario High Court in *General Dry Batteries of Canada Limited* v. *Brigenshaw* (L.G., Feb., 1952, p. 188). He stated, moreover, that the question whether the lumber strike was illegal or not could not be determined by any court until a full hearing was held at which the union had ample opportunity to bring evidence. His Lordship concluded, therefore, that the picketing was legal.

Mr. Justice O'Halloran held that, once it was decided that the contempt was of a civil and not a criminal kind, then the judgment of the Supreme Court, which treated it as a criminal contempt, must fall automatically. He was convinced from the language of Chief Justice Farris' reasons for judgment that it had been dealt with as a criminal contempt. The procedure followed in issuing writs of attachment without notice also indicated that the Court had considered the offence criminal contempt.

In Mr. Justice O'Halloran's view, the impropriety of the procedure was another ground for allowing the appeal. He emphasized that the process of committal or attachment must be carried out in strict accordance with court rules because it affects the liberty of the subject. He considered also that the court's jurisdiction to initiate contempt proceedings should be exercised only where the case is clear beyond all reasonable doubt and that in other cases a judge should leave the matter of prosecution to the Attorney General.

Further, Mr. Justice O'Halloran was of the opinion that the appellants had not been adequately charged. If the offence were criminal contempt, and that of aiding and abetting in a criminal contempt, they should have been specifically charged as soon as they were brought before the Court on September 15. They should also have been informed of the consequences if the charge against them were proved and their counsel should have been given full opportunity to explain the legal points he sought to raise. His Lordship was of the opinion that when the appellants' counsel gave an apology on their behalf he did not know that the charge was criminal contempt.

For these reasons, Mr. Justice O'Halloran would have allowed the appeal of Poje and the 14 other union members. *Canadian Transport (U.K.) Limited* v. *Alsbury et al,* [1952] 7 WWR (NS) 49.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . dissolves injunction prohibiting textile firm from changing work conditions while negotiating

The Quebec Court of Queen's Bench, Appeal Side, in Montreal on June 27, 1952, allowed the appeal of a textile company from a Superior Court judgment granting a union's application for an interim injunction to restrain the company from changing certain conditions of employment. The

Court of Queen's Bench held that the union had not established that a right was being violated or that any serious injury would be suffered as a result of the company's action.

The change in conditions of employment initiated on January 14, 1952, by the employer, Dominion Textile Company Limited, in its plant at Magog, was to assign three looms instead of one to each worker. As a result, 20 employees were no longer required to operate looms. Their union, the *Syndicat Catholique des Ouvriers du Textile de Magog, Inc.*, applied for and obtained an interim injunction to prohibit the change. The union claimed that the employer's action violated Section 24 (1) of the Quebec Labour Relations Act, which reads:—

> Any strike or lockout is prohibited so long as an association of employees has not been recognized as representing the group of employees concerned, and so long as such association has not taken the required proceedings for the making of a collective agreement and fourteen days have not elapsed since the receipt by the Minister of Labour of a report of the council of arbitration upon the dispute. *Until the above conditions have been fulfilled, an employer shall not change the conditions of employment of his employees without their consent.*

Mr. Justice Bissonnette gave reasons for the Court's decision to allow the company's appeal and dissolve the injunction. Three other judges concurred with him, while Mr. Justice Gagné gave a dissenting opinion.

Mr. Justice Bissonnette pointed out that in dealing with an application for an injunction it is not the function of the court to determine the issues of the case but only to decide whether an injunction should be issued. In this case it was not necessary to interpret the terms of the collective agreement or the intent of Section 24 of the Labour Relations Act. He referred to Article 957 of the Code of Civil Procedure, which lists the conditions under which an interim injunction may be issued. Paragraph 1 (a) provides that a judge of the Superior Court may grant an interim injunction at the time of issuing a writ of summons whenever it appears that the plaintiff is entitled to the relief demanded and that the relief consists in restraining the commission or continuance of any act. His Lordship stated that in such a case the clear rights of the parties must be established and the court must fully consider the harm that the injunction might cause to the defendant party.

He pointed out that in this case the injunction caused serious injury to the company in that it prevented it from exercising a right inherent in industrial ownership and management, the right to change methods of production or arrangement of machinery. He considered that the union's rights in the matter were not clear. Moreover, if the injunction were refused, no irreparable harm would result to the union or its members because the company's legal obligations to them would remain the same and any injury could be compensated.

In His Lordship's view, to uphold the injunction would be to establish the precedent that, whenever a worker is discharged because of some reorganization in a factory, the employer may have to face a court case. To say that an employer must ask and obtain the consent of his employees before carrying out the slightest change would be to misinterpret Section 24 of the Labour Relations Act, His Lordship held.

Mr. Justice Gagné, dissenting, examined Section 24 (1) of the Act to see if it was applicable to the situation. The union was recognized as bargaining agent for the company's employees. The previous collective agreement had expired on November 9, 1951, and subsequent negotiations did not result in the conclusion of a new agreement. The other steps which the Act requires to be taken before a strike or lockout or change in conditions of employment may take place had not been followed, namely, the appointment of a conciliator who must report to the Minister of Labour within 14 days, the appointment of a council of arbitration and the reception of its report by the Minister. Mr. Justice Gagné held, therefore, that the union's claim that the employer had no right to change conditions of employment without his employees' consent should be taken seriously.

In a case where the applicant for an injunction showed a right which was apparently well founded, the doctrine of "the balance of convenience and inconvenience" should then be applied, His Lordship stated. That is, which of the two parties would suffer the greatest damage if it lost its case?

The company maintained that the change was necessary if it were to compete effectively with other manufacturers and meet current economic conditions. The enforcement of the injunction would cost $800 a week in wages of $1 an hour to 20 employees on a 40-hour week. The employer also stated that the 20 workers deprived of their usual job "were trans-

ferred elsewhere". Mr. Justice Gagné stated that this had not been established.

He then proceeded to consider the union's case. It appeared that 20 employees would be dismissed if the company were allowed to put through the change. If it were true that these 20 men would remain in the company's employ at the same salary, the injury would obviously be less serious; but it was no less true that the workers continuing to operate the looms would have a heavier task and greater responsibility while those transferred elsewhere would have to do a different type of work from what they were accustomed to do.

For these reasons Mr. Justice Gagné would have dismissed the company's appeal. *Dominion Textile Company Limited* v. *Syndicat Catholique des Ouvriers du Textile de Magog Inc.*, [1952] BR Montreal, No. 9, 666.

Quebec Superior Court . . .

. . . holding that the employer was not negligent, dismisses action of injured worker for damages

The Quebec Superior Court at Iberville on February 1, 1952, dismissed an employee's action for damages against his employer for injuries received while he was testing a die on an automatic press. The Court held that there was no defect in the machine or other negligence on the part of the employer and that the accident was due to the employee's own carelessness.

In his reasons for decision, Mr. Justice Challies described how the accident occurred. The plaintiff, a die maker, was testing a die by cutting out pieces from a strip of metal. He had cut out three or four pieces, each time pressing once on the pedal and causing the press to fall once. The fourth or fifth time that he pressed the pedal the press fell five or six times instead of once so that when he reached into the press to pick out the formed piece of metal his fingers were cut off by the falling press.

The plaintiff based his case on Articles 1053 and 1054 of the Civil Code. Article 1054 makes a person responsible not only for the damage caused by his own fault but for that caused by things under his care. For the plaintiff's case to succeed under this provision, he must prove that the accident happened as a direct result of a defect in the press itself without any human intervention, His Lordship stated.

The plaintiff testified that if one pressed once on the foot pedal the press was supposed to drop once and once only. One of the defendants stated that one pressure on the foot pedal, if well applied, would cause the press to fall once, but that the press could repeat as long as the operator kept his foot on the pedal. A catalogue describing the type of press included a description of a single stroke mechanism which could be used to ensure that the treadle must be raised and again depressed for each stroke of the press. The evidence did not establish whether or not the press was equipped with this single stroke mechanism and, if it was, whether the mechanism was engaged at the time of the accident. In any case, one of the plaintiff's witnesses cast some doubt on whether one stroke of the treadle always gives just one stroke of the press and seemed to suggest that foot pressure should be applied gently. Evidence was given that the press was working normally both before and after the accident.

His Lordship concluded that the plaintiff had not proved that the press was defective or that it was the act of the press itself, without human intervention, which caused the accident.

Article 1053 reads:—

> Every person capable of discerning right from wrong is responsible for the damage caused by his fault to another, whether by positive act, imprudence, neglect or want of skill.

The plaintiff claimed that the company was guilty of negligence for operating a dangerous machine without an automatic guard and doing nothing to protect the operator from the danger.

A forming press like the one the plaintiff was operating is usually equipped with a guard in the form of a horizontal bar which drops in front of the press as its movable part is falling and so keeps the operator's hands out of the way. The plaintiff criticized the company because the press on which he was working did not have a guard. The defendants answered that it was not feasible to have a guard on a press being used by a die maker to test a die. A die maker must remove the guard before installing the die in the press, and frequently, while making the die, must test the die in the press several times before finding it satisfactory. It would take too long to install a guard on a press which is going to be required to stamp out only four or five pieces in testing a die, the company maintained. Several witnesses supported this view. It was also established by the evidence that the plaintiff was employed as a die maker. The Court accordingly held that the company was not negligent in permitting him to test his die on a press not equipped with a guard.

Counsel for the plaintiff also argued that the company was obliged to protect an employee engaged in work on a dangerous machine from the consequences of his own negligence. His Lordship stated that it was proved that the plaintiff had been warned at least once not to put his hands into the press. When he was hired he was instructed not to put his hand in the press but to use a screw driver or a piece of metal or wood to pick out the pieces of metal stamped by the press, or to turn off the motor before putting his hand in the press. The proof disclosed also that rods to be used for that purpose were kept on a work bench behind the press. One of the defendants testified that he had shown the plaintiff where the rods were and had instructed him to use one, although he had not actually put one in his hand.

Mr. Justice Challies referred to the statement of Chief Justice Létourneau in *Laramée* v. *Boucher* [1944] on an employer's obligation to protect his workmen from dangerous machinery by giving the necessary orders and warnings. However, in Mr. Justice Challies' opinion, this obligation does not extend to doing more than warning the employee of the dangers and supplying him with proper tools. The employer is not required to force an experienced employee to be careful. Accordingly, if an employee disobeys orders received in respect to security precautions he will have himself to blame for any accident resulting from such disobedience.

His Lordship concluded:—

> In the present case it is my opinion that this unfortunate accident was due in no way to any failure of defendants or their employees to warn plaintiff of the danger of putting his hands in the press or to supply plaintiff with tools which he could use to remove pieces of metal from the press, but solely to the default and imprudence of plaintiff himself who, although a skilled and experienced die maker with a number of years' experience in working on and around the presses in the plant of the Singer Mfg. Co. at St. Johns, P.Q., imprudently put his hand into the press to remove a piece of metal. I do not think that there was any obligation on defendants' part to do more than to warn plaintiff of the danger and tell him to use a metal rod or some other similar device which was available on a work-bench in the factory near the press. They were not obliged actually to take a metal rod or a pair of pincers and put them into the plaintiff's hands.

It was also alleged that the employer had admitted responsibility by paying part of the injured man's medical expenses. The judge held that the payments were made as a humanitarian gesture without any admission of liability.

The Court accordingly dismissed the action. *Bruneau* v. *Rainville and Another*, [1952] CS Montreal, 7 and 8, 370.

Supreme Court of Nova Scotia . . .

. . . refuses employer permission to appeal to the Supreme Court of Canada in a certification case

On July 8 the Nova Scotia Supreme Court refused permission to appeal to the Supreme Court of Canada from its judgment which quashed the Nova Scotia Labour Relations Board's order dismissing a union's application for certification because one of its officers was a Communist and directed the Board "to determine the application for certification according to law" (L.G., July, 1952, p. 937).

The Court, in dismissing the employer's application for leave to appeal to the Supreme Court of Canada, held that the judgment was made in the exercise of judicial discretion and could not be appealed. *The Queen* v. *Labour Relations Board (Nova Scotia) et al*, [1952] 4 DLR 384.

Newfoundland, Magistrate's Court . . .

. . . fines company for interfering with employees rights, in violation of the Labour Relations Act

As the result of an action brought by a union, an employer in Newfoundland was recently fined $400 for unfair labour practices. The Magistrate's Court at Harbour Grace, in a judgment given November 12, found that Fishery Products Limited had violated the Newfoundland Labour Relations Act by interfering with its employees' selection of a bargaining agent and by refusing to employ or continue to employ members of the union which was seeking certification from the Labour Relations Board.

The written judgment issued by Magistrate White sets out the facts. The complainant union, Federal Labour Union No. 24833, Bay Roberts, was organized in June 1951 and received its charter in August 1951. In September, it applied to the Labour Relations Board to be certified as bargaining agent for employees at the company's Bay Roberts plant. On September 14 the union wrote to the company stating that it had as members a majority of the employees in the plant and asking the company to commence negotiations with a view to concluding a collective agreement.

On receipt of the union's letter, the company asked its manager at Bay Roberts to find out from the men how many were

members of the union and how many were not. When the manager replied that there were one or two more non-union men than union members, an executive officer of the company went to Bay Roberts and called a meeting of employees at the plant. He told the men that it was not the intention of the company to recognize the union at this time because it did not have a majority of the workers and because there were objectionable features in the proposed agreement it submitted. He admitted in court that he may have pointed out that the company did not have to work under the proposed agreement since the fish, or some of it, could be sent to another plant. However, the company was not against organized labour and if the employees wished to form their own association the company would "talk to them".

Within a few days an association was formed among employees of the plant. In answer to a question asked by the association, the company's officer stated that members of the association would be given preference in obtaining work. The company's practice was to hire employees on a day-to-day basis depending on the volume of work. The policy of giving preference in hiring to members of the association was put into effect by the general foreman of the plant on September 26 or 27, on instructions from the company officer.

On September 27 the general foreman asked employees to sign a paper, prepared by the president of the association, stating that they were no longer members of the union. Nineteen men signed this statement. Four of these men, who were called as witnesses by the union, stated that they understood they had to sign this paper in order to continue working at the plant and that they had been working there since that time. Three others stated that they had refused to sign the paper and to resign from the union and that they had been refused work.

When the union's application for certification was heard in March 1952, the Labour Relations Board directed that a representation vote be held at the plant. In this election, conducted by an official of the Department of Labour, nine out of 44 eligible voters voted for the union and 33 voted against it. The Board accordingly dismissed the application. The union then applied to the Minister of Labour for consent to prosecute the company on three charges of unfair labour practices. Consent was given June 9 and the prosecution began September 10, 1952.

The union's first charge was that the employer had violated Section 4 (1) of the Labour Relations Act, which forbids an employer or anyone acting on his behalf to "participate in, or interfere with, the selection, formation, or administration of a trade union". A proviso states that an employer may permit a trade union representative to confer with him during working hours or attend to the business of organization without deduction of wages. The employer may also provide free transportation to union representatives for the purpose of collective bargaining or permit a trade union the use of his premises.

Counsel for the company maintained that the company was entitled to indicate its preference in the matter of a bargaining agent. On this point he cited the cases of *Lakeshore Workmen's Council* v. *Lakeshore Mines Ltd., and International Union of Mine, Mill and Smelter Workers, Local 240* [1944] 1 DLR and *United Electrical Radio and Machine Workers of America* v. *Atlas Steels Ltd., and Atlas Workers Independent Union* [1944] 1 DLR.

Magistrate White stated that the findings in each case were based upon a particular set of facts. He referred to this statement by Mr. Justice Roach in the Lakeshore case:—

> I do not think that the evidence established that the applicant is dominated by the company. That the company preferred the applicant to the union there is no doubt. Through its officers, it openly and, indeed, vigorously indicated that preference. What is "improper influence" is a question of fact in each particular case, but whatever the acts or attitude which it is alleged in any particular case constitute improper influence, they must, in order to be thus designated, be such that, either individually or collectively, they interfered with the decision, judgment or action of the members of the bargaining agency, either to the prejudice of those members, or those whom they represent, or at least to the extent that the members of the agency are embarrassed in making decisions or taking action . . .

Magistrate White considered that in the case at bar the employer's conduct did interfere with the employees' free selection of a trade union to represent them in collective bargaining. Since the company was not required to negotiate with the union before it received certification, the employer was not called upon to ascertain whether the union had a majority. The Magistrate pointed out that the company had apparently accepted its manager's figures of union membership without question although it must have realized that the workers were not obliged to make known to a company representative whether

or not they were members of the union. The company then on its own initiative suggested the formation of an employees' association and stated that it would negotiate with such an association but not with the union. Magistrate White termed "highly improper" the executive officer's threat that work might be diverted to another plant if the employees supported the union. The company's undertaking to give preference in employment to members of an association just being formed was also an improper attempt to exert pressure on the employees. The foreman's conduct in carrying out this policy helped the employees' association to obtain members. Magistrate White found, therefore, that the employer's conduct was contrary to the section of the Act forbidding interference in the selection or formation of a trade union.

The second charge against the company was that it had violated Section 4 (2) (a) of the Act, which reads:—

> No employer and no person acting on behalf of an employer shall (a) refuse to employ or to continue to employ any person, or otherwise discriminate against any person in regard to employment or any term or condition of employment because the person is a member of a trade union; . . .

Magistrate White stated that the evidence of the four witnesses who stated that they were told by the foreman to leave the union or join the association or there would be no more work for them was uncontradicted. The fact that the foreman had refused to employ these men contrary to Section 4 (2) (a) of the Act was established by his own evidence.

Thirdly, the company was charged with violating Section 4 (3) of the Act, which reads:—

> No employer and no person acting on behalf of an employer shall seek by intimidation, by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union . . .

Magistrate White held that the actions of the company's officer and foreman had operated as a threat which caused some of the men to cease to be members of the union.

The Court accordingly found the company guilty on all three charges of unfair labour practices and imposed a fine of $200 for the first charge and $100 for each of the other two. *Federal Labour Union No. 24833, Bay Roberts,* v. *Fishery Products Ltd., St. John's,* Magistrate's Court at Harbour Grace, November 12, 1952, unreported.

Recent Regulations, Federal and Provincial

Authority given inspectors under British Columbia Hours of Work and Minimum Wage Acts to issue permits allowing, for not longer than two weeks, longer hours in cases of extreme pressure of work. Minimum rates increased 10 per cent in Quebec. In Saskatchewan, locomotive engineers brought under Workmen's Compensation (Accident Fund) Act

New regulations have been made under the Government Employees Compensation Act, which provides for the payment of compensation by the federal Government according to the terms of the Workmen's Compensation Act of the province in which an accident occurs or an industrial disease is contracted. The regulations follow a 1952 amendment which provided that compensation should be paid to a federal employee who is disabled or whose death is caused by a disease peculiar to his occupation but not compensable in the province in which he was employed.

In British Columbia, authority has been given to inspectors under the Hours of Work and Minimum Wage Acts to issue permits, effective for not more than two weeks, allowing longer hours than eight and 44 in cases of extreme pressure of work. The order applies to all parts of the province except Vancouver and Victoria.

67040—8

The Quebec Minimum Wage Commission has put into effect a further 10 per cent increase in the minimum rates set by General Order 4.

A third group of railway workers, the International Brotherhood of Locomotive Engineers, has been brought under the Saskatchewan Workmen's Compensation (Accident Fund) Act.

FEDERAL

Canada Shipping Act

Pilotage By-laws

District of Sydney, N.S.

Amendments with respect to the superannuation of pilots were made to the pilotage by-laws for the Sydney District by an Order in Council (P.C. 4275) approved on October 15 and gazetted November 12.

One amendment, which is similar to a change made in the by-laws for the Saint John district earlier this year, provides that not less than seven per cent of the gross pilotage dues received in any fiscal year must be paid into the Superannuation Fund. Formerly, the percentage was left to the discretion of the Pilotage Authority after consultation with the Pilots' Committee. If the total amount contributed to the Fund in a fiscal year averages less than $375 per pilot, the regulations provide that an actuarial investigation may be made by the Pilotage Authority to determine whether any additional contribution may be necessary to make proper provision for future benefits.

A pilot who has served for five years or more as a licensed pilot receives, on retirement, an annual payment for life from the Superannuation Fund, the amount depending on his length of service. The maximum amount which may be paid in a year out of the Fund was increased from $25 to $50 for each year of service or the sum of $1,800 instead of $900.

As before, the widow of a licensed pilot or retired licensed pilot is entitled, until re-marriage, to receive an annual payment not exceeding one-half of the pension payable to her husband on retirement. The maximum amount payable to each child until he becomes 18 years old was raised from $25 to $120 a year.

The increases in the maximum pension payable to a pilot and to the allowance for the children of a deceased pilot are effective from October 15, 1952, and do not affect pensions and allowances which were granted before that date.

District of British Columbia

A number of amendments with respect to pilotage rates and detention charges were made in the by-laws of the District of British Columbia by P.C. 4274 on October 15, gazetted November 12.

Government Employees Compensation Act

New regulations were issued under the Government Employees Compensation Act to provide for the payment of compensation to employees of the federal Government who contract a disease due to their employment where the disease is not compensable under the law of the province in which they work.

The Act was amended at the spring session in 1952 (L.G., Sept., 1952, p. 1196) to provide that in the case of any government employee whose disability or death is the result of a disease which is not compensable in the province in which it was contracted but which is "due to the nature of his employment and peculiar to or characteristic of the particular process, trade or occupation in which he was employed at the time the disease was contracted" compensation may be paid to him or his dependants. Until then, the Act provided for the payment of compensation to federal employees in accordance with individual provincial Workmen's Compensation Acts, that is, a person who contracted an industrial disease in a particular province would only be eligible for compensation if the disease was included in the schedule of industrial diseases of that province, the only exceptions being hospital employees and nurses exposed to pulmonary tuberculosis, who were eligible for compensation even if tuberculosis was not recognized as a compensable disease in the province in which they worked.

The regulations made in 1948 governing the payment of compensation to employees who contracted tuberculosis in the course of their employment are now rescinded.

The new regulations made under P.C. 4411 and gazetted November 26 prescribe the conditions under which compensation is payable, the amount payable, and the manner in which compensation is to be determined.

As provided in the Act, an employee disabled by a disease arising out of his employment, and his dependants, are entitled to the same compensation as persons employed by private employers would receive under the Act of the province in which the disease is contracted. The employee's right to compensation and the amount payable are to be determined by the provincial Workmen's Compensation Board.

The regulations, like the Act as amended in 1950, provide that where a person ordinarily resident in the Yukon or Northwest Territories contracts a disease while employed in the Yukon or Northwest Territories, the disease is deemed to have been contracted in the province of Alberta.

If a person ordinarily resident in a province other than the Yukon or Northwest Territories contracts a disease while employed in either of those Territories, the disease is deemed to have been contracted in the province of which he is a resident. Similarly, where an employee, other than one employed locally outside Canada, is disabled or his death is caused by a disease contracted while employed outside Canada, compensation is payable according to the Act of the province in which he was ordinarily resident before entering such employment outside Canada.

Where the Deputy Minister of National Health, or a person designated by him, considers that employees are exposed in the course of their employment to the hazards of disease, he may specify preventative and control measures and advise the officers of the Government department or agency which employs the workers concerned that such measures should be instituted. If the preventative measures include periodic medical examinations, the regulations require complete medical records to be kept including data respecting laboratory findings or results of examinations by special methods, together with any other information which may be required for the adjudication of claims.

The Minister of Labour is authorized to make arrangements with the Department of National Health and Welfare, the Department of Veterans Affairs or any other agency of the federal Government to provide for the use of the services of medical and health officers or other services as may be required for carrying out medical examinations or otherwise disposing of claims for compensation under the Act.

PROVINCIAL

Alberta Licensing of Trades and Businesses Act

New general regulations respecting the granting of licences under the Licensing of Trades and Businesses Act were made on October 1 and gazetted October 15. The Act gives the Minister of Industries and Labour authority to designate any business as one to which the Act applies, to provide for the licensing of all persons engaged in the business, and to prohibit the carrying on of such business by a person without a licence. Most businesses operate under permanent licence instead of a yearly renewal procedure. The general regulations now specifically prohibit a person from using a licence for any purpose other than for the operation and carrying on of the trade or business for which the licence was issued.

Further, it is now provided that the owner of a restaurant or baking business, in applying for a licence, need not include with his application a certificate from the Local Medical Health Officer if the restaurant or bakery appears on an approved list of Class "A" restaurants and bakeshops issued by authorized health authorities. Other amendments, chiefly concerning licence fees, were of a minor nature.

British Columbia Hours of Work and Minimum Wage Acts

Exemptions

Temporary exemption from the provisions of the British Columbia Hours of Work Act restricting working hours to eight in a day and 44 in a week may now be granted in certain cases by inspectors of the Department of Labour, in all parts of the province except Vancouver and Victoria. Previously, exemption from the Hours of Work Act could be granted only by order of the Board of Industrial Relations.

Inspectors are now authorized to grant exemptions for periods not exceeding two weeks to industrial undertakings in exceptional cases of pressure of work and to issue a written permit allowing working hours of any employee in such an undertaking to exceed the statutory limits.

This new provision was contained in an order of the Board made November 7 and gazetted November 13.

Workers in Shops—Christmas Season

The annual regulation allowing employees in the mercantile industry to work additional hours during the Christmas season was issued on October 30 and gazetted November 6. Workers in retail stores were permitted to work up to 48 hours during the week ending December 27, four hours more than the weekly limit set by the Hours of Work Act, provided they did not work longer than 10 hours in any one day.

67040—8½

The minimum wage order issued each year to provide for the payment of overtime rates to store employees working extra hours during Christmas week and to require temporary employees in stores during the Christmas season to be paid the minimum wage for experienced workers was gazetted on November 6 (Supplementary Order 24, 1952).

Employees who were permitted by the special hours of work regulation to work up to 48 hours during the week ending December 27 were required to be paid the usual overtime rate of one and one-half times the regular rate for all time worked in excess of eight hours in a day or 44 hours in the week.

For the period from December 1 to December 31, temporary employees in the mercantile industry who worked 39 hours or more per week had to receive at least $18 per week, the minimum rate set by Order 24 for full-time workers in the industry, and those who worked fewer than 39 hours, a minimum hourly rate of 47 cents.

The order also waived for the month of December the daily guarantee provision of Order 24 which requires employees asked to report for work to be paid at their regular rate for all time spent at their employer's place of business with a minimum of two hours' pay if there is no work and of four hours' pay if they are put to work.

Newfoundland Old Age Assistance Act

New regulations, repealing and replacing regulations made earlier in 1952, have been issued under the Newfoundland Old Age Assistance Act. Several provisions setting out the conditions under which an allowance may be paid are now omitted, since they are included in the federal Act or in the federal old age assistance regulations approved by P.C. 6596 (L.G., March, 1952, p. 310), which are now adopted as regulations under the Newfoundland Act. The only other new provision is that every field worker of the Department of Public Welfare is now designated as an investigator under the Act.

The new regulations, gazetted November 4, are retroactive to April 1, 1952.

Newfoundland Blind Persons Allowances Act

New regulations, also gazetted November 4 and retroactive to April 1, were made under the Newfoundland Blind Persons Allowances Act. They adopt the regulations under the federal Blind Persons Act, P.C. 6595 (L.G., March, 1952, p. 312), as regulations under the Newfoundland Act. They are in the same form as the old age assistance regulations noted above and contain the same new provision.

Ontario Vocational Education Act

The Provincial Institute of Trades was recently established (O. Reg. 296/52 and O. Reg. 311/52) in Toronto under Section 17 of the Vocational Education Act as a provincial polytechnical institute for advanced technical training required in any branch of industry. The courses of study, subjects and time allotments for subjects to be taught at the Institute are prescribed by the Minister of Education. These regulations have now been issued under O. Reg. 327/52, gazetted November 22.

The trades taught at the Institute are ten of those designated under the Apprenticeship Act, namely, bricklayer, carpenter, electrician, mason, motor vehicle repairer, painter and decorator, plasterer, plumber, sheet metal worker and steamfitter. The subjects to be taught are set out in a schedule for each trade, the same subjects being taught for bricklaying and masonry. The time allotted for each course of study is, in most cases, two months.

Quebec Minimum Wage Act

An increase of 10 per cent in all minimum rates set by General Order 4, 1942, which applies to unorganized workers in factories, shops, offices, hotels and restaurants and other workplaces to which special orders do not apply, was approved by O.C. 1173 on November 6 and came into effect on November 15.

According to the press, some 990,000 workers are covered by this Order. This is the third general increase in minimum wages under Order 4 since 1950. In November of that year the rates were increased by 20 per cent and in November 1951, they were raised by a further 10 per cent (L.G., 1951, p. 247; Jan., 1952, p. 66).

With the latest increase, the minimum rates for factory, shop and office workers are now 51, 46, 41 and 36 cents per hour, depending on the zone in which the workplace is located.

Saskatchewan Social Aid Act

An amendment to the regulations which permit the payment of supplementary allowances of $2.50 a month to certain recipients of old age security provides that these supplementary allowances may not

be paid to Indians as defined by the Indian Act. The amendment was approved by O.C. 2344/52 on October 24 and gazetted November 1. A similar provision excluding Indians was recently added to the regulations under the Alberta Supplementary Allowances Act (L.G., Sept., 1952, p. 1234).

The regulations approved by O.C. 2313/51 (L.G., 1951, p. 316) providing for a supplementary payment not exceeding $2.50 a month to Saskatchewan residents receiving blind persons' allowances were repealed and replaced by O.C. 2263/52, made on October 10 and gazetted November 1.

The new regulations are substantially similar to those they replace, in that they provide for the payment of a supplementary allowance not exceeding $2.50 a month to a person for whom Saskatchewan pays the provincial share of a blind person's allowance and who resides in Saskatchewan or in a province with which Saskatchewan has an agreement respecting the payment of supplementary allowances.

The earlier regulations did not cover persons whose blind persons' allowances were not chargeable to the province of Saskatchewan. A new provision makes eligible for the supplementary allowance a person to whom Saskatchewan was paying the provincial share of a blind person's pension under earlier legislation at the end of 1951, even if his present blind person's allowance is not chargeable to Saskatchewan.

Also eligible for the supplementary allowance is any other recipient of a blind person's allowance who has resided in Saskatchewan for at least one year and is not receiving a supplementary allowance from any other province.

Saskatchewan Workmen's Compensation (Accident Fund) Act

Members of the International Brotherhood of Locomotive Engineers will be covered by the Workmen's Compensation (Accident Fund) Act from January 1, 1953. The application of the Brotherhood to be brought under the Act was approved by an Order in Council (2446/52) on October 31, and gazetted November 15.

Most classes of railway workers are still under the earlier Workmen's Compensation Act, under which compensation is recovered by action against the individual employer. The Workmen's Compensation (Accident Fund) Act permits any of these classes to come within its provisions on a majority vote of the members of their organization. Members of the Brotherhood of Locomotive Firemen and Enginemen came under the Act on April 1, 1948 (L.G., 1948, p. 626) and members of the Brotherhood of Railroad Signalmen on February 20, 1951 (L.G., 1951, p. 553).

(Continued from page 49)

wood products and iron and steel groups and 10 in the transportation equipment industry.

Of the 53 accidental deaths reported in the mining industry during the quarter under review, 30 occurred in metalliferous mining and 13 in coal mining. In the previous three-month period, 55 fatalities were recorded in mining, including 41 in metalliferous mining and eight in non-metallic mineral mining.

In the transportation industry 50 fatalities were recorded during the third quarter of 1952, as compared with 60 in the preceding three months. In the third quarter of 1951, 50 deaths were recorded.

Thirty-four persons died as a result of accidents in the logging industry during the quarter under review as compared with 36 in the previous three months.

In agriculture there were 30 accidental deaths in the third quarter compared with 15 and 31 during the first and second quarters of 1951 respectively.

In the various branches of the service industry there were 28 fatalities during the third quarter, a decrease of seven from the 35 recorded in the previous three months. In the third quarter of 1951, 32 accidental deaths were recorded.

An analysis of the causes of the 363 fatalities which occurred during the quarter shows that slightly more than one-quarter of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group, the largest number of deaths were caused by automobiles and trucks (39), watercraft (19) and tractor or loadmobile accidents (16). Accidents which involved "being struck by, tools, machinery, moving vehicles and other objects" were responsible for 87, or 24·0 per cent of the total deaths during the period. These included 13 fatalities caused by objects "falling or flying" in mines and quarries and 10 in each of the classifications falling "trees and limbs" and "automobiles and trucks". In the classification "falls and slips" 62 accidents were reported. Of these, 55 were caused by "falls to different levels".

The largest number of fatalities was recorded in Ontario, where there were 109. In Quebec, there were 87 and in British Columbia, 66.

During the quarter under review there were 125 fatalities in July, 136 in August and 102 in September.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 859, September 5, 1952

Held: (1) *That the policy or practice followed by The T. Eaton Company in Winnipeg, Man., in respect to retaining married women in its employ is tantamount to a rule within the meaning of Benefit Regulations 5A (1) (b) (i).*

(2) *That while it may happen in some instances that the rule is not applied, nevertheless the exceptions to the rule do not alter the fact that the rule (or the policy) still exists.*

Material Facts of Case.—The claimant, who was married on August 11, 1951, worked as a sales clerk for The T. Eaton Company Limited in Winnipeg, Man., from April 1939, to December 31, 1951. She filed an initial application for benefit on January 8, 1952, wherein it was indicated that her employment terminated because it was against the employer's rule to retain married women in his employ and that "Eatons allowed claimant to remain on staff till now as she was supporting her parents till they got Old Age Pension and until Eatons could replace her". In answer to the question contained in the confirmation of separation: "Was this person separated because of a rule against employing married women", the employer stated: "Yes, dept. policy".

The insurance officer disqualified the claimant from the receipt of benefit for a period of two years immediately following the date of her marriage pursuant to Benefit Regulation 5A (quoted in full in CU-B 772 (L.G., Feb., p. 194)).

The claimant appealed to a court of referees on the ground that she fulfilled the requirement of Benefit Regulation 5A (1) (b) (i). The court unanimously reversed the decision of the insurance officer and the latter appealed to the Umpire.

Conclusions.—The insurance officer has discussed at great length the question of whether The T. Eaton Co. Ltd., in Winnipeg or its departmental heads are, for the purpose of the present case, to be considered the "employer" within the meaning of Benefit Regulation 5A.

There is no doubt that The T. Eaton Co. Ltd., must be considered the "employer" within the meaning of Benefit Regulation 5A. It is the company which is registered as the "employer" with the Unemployment Insurance Commission and which pays contributions under the Act in respect of its insurable employees. Even if the departmental heads were authorized to adopt their own policy in regard to the employment of married women, the company would still be the employer within the meaning of that regulation. Nothing prevents an employer, as principal or through his departmental heads as agents, from having different rules regarding the employment of married women depending on the type and the exigencies of the business.

In any event, I consider that this question is well covered in the following extract from the finding of the court of referees:—

> (1) The Winnipeg stores have full power to lay down what rule should be followed in regard to the employment of married women.
>
> (2) In those stores the power is vested primarily in the Staff Superintendent and the Employment Manager and secondarily in the managers of departments.

In the present case, we are faced with the objective fact of a claimant who contends that she lost her employment through no fault of hers but on account of a rule which her ex-employer (The T. Eaton Co. Ltd. in Winnipeg) has "against retaining married women in his employ" and what has to be decided is whether or not such rule does in fact exist at the place of employment and whether or not she was dismissed in consequence of the application of that rule.

The evidence is abundantly clear that if there is no definite or written rule at The T. Eaton Co. Ltd. in Winnipeg against retaining married women in its employ, there is a general policy or practice against

doing so. As an illustration of this, I need only to quote the following extract from the transcript of the evidence taken before the court of referees:—

> Page 15—(transcript of the evidence)
> (Staff Superintendent of The T. Eaton Co. of Winnipeg):
> Invariably the department policy is not to retain married women. . . .
> (Chairman): Would this be a fair summary of your evidence or rule or policy—when a female employee marries, all of them, without exception are put in the category of employees who are liable to be laid off. Isn't that it? They are put in the category of people who are selected to be laid off when there is a lay-off.
> (Staff Superintendent of The T. Eaton Co. of Winnipeg):
> Yes, that's a fair summary. Subject to marriage, they get in that category depending on the season of the year.

Under the circumstances and taking into consideration the intent and purpose of Benefit Regulation 5A, which is to prevent from receiving benefit those married women who are not genuinely in the labour field and not those who, like the claimant, want to work, I consider that the policy or practice followed by The T. Eaton Co. Ltd. in Winnipeg, in respect to married women is tantamount to a rule within the meaning of that regulation. While it may happen that in some instances the rule is not applied, nevertheless the exceptions to the rule do not alter the fact that the rule (or the policy) still exists.

In view of the difficulties which face the adjudicating authorities when they have to determine whether or not an employer has a rule against retaining married women in his employ, I would suggest—and no doubt the employer's co-operation in that respect can be easily obtained—that clear and direct questions be asked in the separation questionnaire so as to ascertain beyond any doubt what is the real cause of the claimant's separation from employment; whether she asked to be retained in the service of the employer and whether the employer refused to keep her in his employ on account of an established rule, policy or practice.

I might add that if the evidence indicates that a claimant has not asked to be retained in the service of the employer but has voluntarily left her employment because she assumed that she would be dismissed on account of her marriage, the requirement of Benefit Regulation 5A (1) (b) (i) is not met.

The court of referees, in the present case, has found that the claimant was dismissed on December 31, 1951, in consequence of the application of the rule (or the policy) which The T. Eaton Co. Ltd. in Winnipeg, has against retaining married women in its employ and, as I have no valid reason to disagree with this finding, I must dismiss the appeal.

Decision CU-B 862, September 30, 1952

Held: *That employees, who were working on a short-time basis when a stoppage of work due to a labour dispute occurred at the plant where they were employed, were subject to disqualification from the receipt of benefit under Section 39 (1) of the Act for each day of the said stoppage.*

Material Facts of Case.—The claimant worked on a short-time basis as a weaver in a textile mill and received benefit for his compensable unemployed days. On April 2, 1952, he lost his employment by reason of a stoppage of work due to a labour dispute which occurred at the plant where he was employed.

The insurance officer disqualified him from the receipt of benefit under Section 39 (1) of the Act, for the duration of the stoppage of work.

The claimant appealed to a court of referees contending that he should be entitled to the same benefit payments as he received prior to the strike. The court of referees, after having heard the claimant, his representative and two officers of the personnel department of the company, unanimously reversed the decision of the insurance officer.

The insurance officer appealed to the Umpire and at the request of the claimant's representative, an oral hearing was held before the Umpire.

Conclusions.—It is admitted that the claimant lost his employment on April 2, 1952, by reason of a stoppage of work due to a labour dispute within the meaning of paragraph (1) of Section 39 of the Act and that he did not fulfill any of the conditions prescribed in paragraph (2) of the said section.

The only question to be decided is whether his loss of benefit is applicable to each of the days of the stoppage of work or whether, as was decided by the court of referees and as maintained by the claimant's representative, an exception should be made with respect to the two or three last days of each week when, independently of the stoppage of work, he would apparently have been unemployed owing to economic conditions.

According to the court of referees, the relationship of the cause and effect

between the claimant's loss of employment and the stoppage of work due to the labour dispute existed only for the first three or four days of each week.

Even if this could be established beyond any doubt, it is neither within the letter nor within the spirit of the law that the loss of the right to benefit as prescribed in Section 39 be applied in an intermittent manner. It must not be overlooked that the principle on which this section is based is that the Unemployment Insurance Fund must never be used to finance workers who are taking part in a labour dispute.

It stands to reason that during a stoppage of work due to a labour dispute, a claimant cannot in turn be on strike and unemployed within the meaning of the Unemployment Insurance Act. The employees on short-time who are on strike, the same as other striking workers, carry on the fight to obtain better working conditions every day of the week and for as long as an agreement has not been reached with the employer. They cannot rightly contend that for the day on which normally they would have received unemployment insurance benefit they revert to their status of short-time employees.

For these reasons I feel that I must reverse the court of referees' decision and allow the appeal of the insurance officer.

This decision applies to claimants . . . and . . . who made written representations to me and also to all the other claimants who are interested in this appeal and who have not proved that they can fulfill the conditions prescribed in subsection (2) of Section 39 of the Act.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for October, 1952, show number of claims increased over previous month but amount of benefit payments made decreased by $146

Unemployment insurance benefit payments in October amounted to $5,710,740 compared with $5,710,886 in the preceding month, and $3,901,854 in October 1951. The number of unemployed days for which compensatory payments were made totalled 1,932,994, as against 1,933,547 in September and 1,567,172 a year earlier.

The monthly report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that a total of 87,957 initial and renewal claims for benefit were filed in local offices across Canada, compared with 64,703 in September and 82,902 during October 1951. The increase in October was common to all provinces, the largest increases being registered in Quebec and Ontario.

Total claimants on the live unemployment register numbered 127,863 (91,872 males and 35,991 females) on October 31, compared with 108,712 (74,477 males and 34,235 females) on September 30, and 128,373 (79,802 males and 48,571 females) on October 31, 1951. Ordinary claimants accounted for 111,539 of the claimants registered on October 31, while the remainder consisted of 10,379 short-time and 5,945 temporary mass lay-off.

> Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Of the 83,418 adjudications recorded for initial and renewal claims, 65,409 granted entitlement to benefit and 7,725 were disallowances (failure to fulfill minimum contribution requirements). Disqualifications were imposed in 14,693 cases, including 4,409 on revised claims, the chief reasons for disqualification being: "voluntarily left employment without just cause" 4,913 cases; "not unemployed" 2,714 cases; and "not capable of and not available for work" 1,729 cases.

*See Tables E-1—E-7 at end of book.

Persons commencing benefit during October numbered 50,848, compared with 43,167 in September and 46,102 in October 1951.

During the week October 25-31, 79,406 beneficiaries received $1,295,050 for 438,084 days of compensated unemployment, compared with 74,309 beneficiaries, $1,242,698 and 420,113 days during the week September 27-October 3. For the week October 27-November 2, 1951, $955,883 was paid to 72,267 beneficiaries on behalf of 384,654 days of proven unemployment.

The average daily rate of benefit for the week under review continued at $2.96 for the third successive month, compared with $2.49 for the week October 27-November 2, 1951.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during October insurance books were issued to 4,220,068 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered at October 31 numbered 244,880, an increase of 451 since September 30, 1952.

(Continued from page 90)

37 days. The negotiators for the Company were apparently not fully authorized to negotiate the proposed settlement. The Board was therefore obliged to bring in an arbitral award.

The Board recommends as follows. The principle of overtime should be expressly and explicitly included in the contract, because the evidence clearly shows that 7 of 9 ships of the Company sail without pilots or third mates so that the two deck officers frequently have to serve watches totalling 12 hours per day seven days per week. In our opinion this is an undesirable practice and compensatory payment should certainly be made, and the Company should recognize that they are requiring their officers to serve extra time over and above the standard working day, to which they have agreed in Clause 5 of the Contract of last year.

The total compensation for overtime, however, should not be 2½ days pay for each month of service, as the Union requests, but only one day's pay for each month of service. The reason for this is that this will be the first contract signed by a Great Lakes shipping company recognizing the principle of compensation for overtime in this explicit fashion, and we believe that anything in excess of one day's pay for each month of service would place the present company completely out of line with the general practice obtaining on the Lakes. It is not permissible for this Board to attempt to influence future Boards, but it is only fair and proper to record the opinion that we regard one day's compensatory pay for each month of service as the extreme minimum which might be required and we are content to recommend this minimum for the present in order to get the principle accepted. We are not prepared to suggest that it is sufficient compensation for some indefinite time in the future.

In line with these recommendations the relevant clauses of the contract should read as follows:—

(1) Rates of pay should be based on a 30-day month.

(2) Deck officers shall receive for a full season's service in lieu of leave 24 days pay.

(3) Deck officers shall be compensated for all overtime and Sunday work at the rate of one day's pay for each 30 days of service.

(4) For deck officers serving for less than the full season, an allowance of 4 days pay in lieu of leave and one day's pay as compensating for overtime for each month of service, a total of 5 days for each month of service.

We have the honour to be, Sir, your most humble and obedient servants,

(Sgd.) B. S. Keirstead,
Chairman.

(Sgd.) John Bumbray,
Company Representative.

(Sgd.) M. Swerdlow,
Union Representative.

The Company Representative agrees with the award of 35 days but is in favour of leaving Clause 11 of the existing contract in its present form.

J.B.

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Fair Wages Conditions

In Federal Government Contracts

Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 102 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 118 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	$ 55,563.06
Central Mortgage and Housing Corporation	3	42,066.80
Defence Construction (1951) Limited	2	21,865.00
Defence Production (October report)	190	3,932,056.00
Post Office	12	85,226.07
Public Works	1	7,962.00

Arrears of Wages

During November the sum of $65.22 was distributed on behalf of one employer to two employees who had been paid less than the required rate of wages on one Government contract.

Contracts Containing Fair Wages Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Hopewell Hill Marsh N B: Wheaton Bros Ltd, construction of dyke.

Central Mortgage and Housing Corporation

St. John's Nfld: Willett Engineering & Surveying Co,* surveying; Newfoundland Light & Power Co Ltd, electrical connection to houses. *Greenwood N S:* Herman MacDonald Construction Co Ltd, construction of houses; Kenney Construction Co Ltd, construction of extension to school. *St Therese P Q:* Noel Romeo & Co Ltd, installation of electrical distribution system. *Ajax Ont:* Samuel Jackson,* erection of prefabricated houses; J M Leitch,* surveying; Onway Construction Co Ltd, construction of storm sewer. *Aylmer Ont:* Hydro Electric Power Commission of Ont,* installation of electrical distribution system. *Barriefield Ont:* T A Andre & Sons Ltd, construction of storm sewer; McGinnis & O'Connor Ltd, surfacing of roads. *Deep River Ont:* Coghlan Construction Ltd, shaping of roads and driveways. *Dunnville Ont:* S G Powell,* hauling & levelling fill. *Hamilton Ont:* Grisenthwaite Construction Co Ltd, construction of houses; Hamilton Construction Co, construction of houses; Hamilton Construction Co, construction of houses; Head Construction & Supply Co Ltd, construction of houses; Head Construction & Supply Co Ltd, construction of houses; Medway Construction, construction of houses. *Ottawa Ont:* R W Farley,* addition to machine shop—Strathcona Heights. *Prescott Ont:* Robb D Mackay Construction Co, construction of houses. *Stratford Ont:* D McQuistan, construction of houses. *Uplands Ont:* W O Pickthorne & Son Ltd, installation of electrical distribution system. *Windsor Ont:* A Loiselle Inc, permanent improvements to houses; A Loiselle Inc, permanent improvements to houses. *Portage la Prairie Man:* Claydon Co Ltd, erection of prefabricated houses. *Rivers Man:* Underwood & McLellan & Associates Ltd,* engineering services. *Winnipeg Man:* J E Roziere, construction of houses. *Namao Alta:* A E Pollock, landscaping; J Little, construction of concrete housewalks; Sparling-Davis Co Ltd, paving roads & driveways; Sparling-Davis Co Ltd, paving roads & driveways.

Defence Construction (1951) Limited

Greenwood N S: M F Schurman Co Ltd, construction of sewage disposal plant; Kenney Construction Co Ltd, construction of explosive storage bldg. *St Hubert P Q:* Highway Paving Co, construction of hangar aprons, taxiway & drainage; Louis B Magil Co, construction of water treatment plant. *Valcartier P Q:* Union des Carrieres & Pavages Ltee, paving. *Ville La Salle, P Q:* Automatic Sprinkler Co of Canada Ltd, installation of fire mains & ancillary equipment. *Camp Borden Ont:* Emery Engineering & Contracting Co Ltd, erection & finishing of explosive storage bldgs. *Downsview Ont:* Redfern Construction Co Ltd, installation of component parts of bulk fuel storage; Swansea Construction Co Ltd, grading & construction of roads, walks, sewer & water lines; Richardson Construction Co Ltd, erection of explosive storage bldg; McDonald Welding Co, erection of bulk fuel storage. *North Bay Ont:* Sterling Construction Co Ltd, construction of chapels. *Orleans Ont:* Edge Ltd, alterations to ventilation & air-conditioning system. *Picton Ont:* H J McFarland Construction Co Ltd, installation of steam distribution system; Cornish Construction Ltd, construction of sewers & watermains; Van Dusen Bros Ltd, installation of steam distribution system. *Rockcliffe Ont:* Ross Meagher Ltd, construction of air materiel command headquarters bldg. *Gimli Man:* Peter Leitch Construction Ltd, construction of chapel. *MacDonald Man:* Malcolm Construction Co Ltd, construction of chapel. *Portage la Prairie Man:* Malcolm Construction Co Ltd, construction of chapels. *Winnipeg Man:* Peter Leitch Construction Co Ltd, construction of chapel; Claydon Co Ltd, construction of command supply depot. *Dundurn Sask:* Piggott Construction Co, construction of standard ordnance ammunition magazines. *Moose Jaw Sask:* Piggott Construction Co, construction of chapels. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of standard guard house; C M Miners Construction Co Ltd, construction of chapels. *Cold Lake Alta:* Bird Construction Co Ltd, construction of chapels. *Medicine Hat Alta:* O'and Construction Ltd, construction of target rifle ranges. *Comox B C:* Dawson & Hall Ltd, construction of cantilever hangar; Premier Construction Co Ltd, construction of water & sewer extensions; McKinty & Sons Ltd, construction of chapel; Baynes Manning Ltd, construction of water supply chlorinator house & sewage treatment plant. *Esquimalt B C:* Luney Bros & Hamilton Ltd, construction of Pacific naval laboratory. *Upper Whitehorse Y T:* Marwell Construction Co Ltd, construction of underground steam distribution system.

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Dartmouth N S: R R Power Ltd, installation of chain link & barbed wire fence, RCN air station, HMCS "Shearwater". *Halifax N S:* Walker & Hall Ltd, renewal & restoration of floors & platforms. *Montreal P Q:* Alphonse Gratton Inc, re-roofing of drill hall, rifle range & annex, Jacques Cartier Barracks. *Angus Ont:* F D Howie Construction Ltd, rehabilitation & cubicling of barrack block. *Hamilton (Mount Hope) Ont:* Frank Vickers, replacement of heating system in building, RCAF Station; James Kemp Construction, permanent sub-floor replacement and cubicling of building; *Kingston Ont:* J R Douglas Ltd, re-roofing of various buildings, RMC. *Point Petre Ont:* H J McFarland Construction Co Ltd, road improvements at CARDE. *Gimli Man:* Peter Leitch Construction Ltd, permanent sub-floor replacement and cubicling of barrack blocks. *MacDonald Man:* Pearson Construction Co Ltd, permanent sub-floor replacement & interior rehabilitation of bldgs, RCAF Station. *Calgary Alta:* Barr & Anderson (Interior) Ltd, application of built-up roofs on hangars. *Patricia Bay B C:* Universal Sheet Metal Works, roof replacement on hangar, RCAF Station. *Whitehorse Y T:* Marwell Construction Co Ltd, addition to radio station.

National Harbours Board

Chicoutimi Harbour P Q: Beaudet & Fils, redecking and repairs to west end wooden wharf. *Vancouver Harbour B C:* Smith Bros & Wilson Ltd, reconstruction shed No 1; Westeel Products Ltd, renewal of roofing, No 2 elevator.

Department of Public Works

Amherst N S: Rodney Contractors Ltd, repairs, painting, etc. *Cap Rouge N S:* J A MacDonald, W MacDonald, A R MacDonald & A MacDonald, repairs to breakwater-wharf. *Coffin's Island N S:* Mosher & Rawding Ltd, extension to shore protection. *Cribbin's Point N S:* F W Digdon & Sons Ltd, wharf repairs. *Hampton N S:* Kenney Construction Co Ltd, breakwater - wharf reconstruction. *Park's Creek (LaHave River) N S:* Mosher & Rawding Ltd, wharf reconstruction. *Sandford N S:* L G & M H Smith Ltd, breakwater repairs. *Andover N B:* Armstrong Bros, construction of customs & immigration bldgs & site development. *Pointe du Chene N B:* J W & J Anderson Ltd, wharf repairs. *St Edward N B:* J W & J Anderson Ltd, construction of breakwater. *Cap-aux-Meules P Q:* Gulf Maritime Construction Co, construction of breakwater wharf. *Lacolle P Q:* J J Shea Ltd, alterations to bus terminal & examining warehouse. *Lanoraie P Q:* Lucien Lachapelle, construction of concrete icebreaker. *Fort William Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements (rubble mound breakwater). *Ottawa Ont:* Edgar Dagenais, partitions, electrical work, etc, Labelle & Monument National Bldgs; James More & Sons Ltd, construction of an explosives laboratory, Uplands Airport; Modern Decoration Moderne, interior painting, No 8 Temporary Bldg; Taggart Construction Ltd, alterations & improvements, No 7 Temporary Bldg. *Sand Point Lake Ont:* John Reid & Co Ltd, construction of wharves. *Wheatley Ont:* Dean Construction Co Ltd, harbour improvements. *Dodge Cove (Digby Island) B C:* Osland Logging & Contracting Co., wharf repairs. *Inverness Passage (Skeena River) B C:* British Columbia Bridge & Dredging Co,* dredging. *Lillooet B C:* Sardis Builders, construction of nursing station for Indian Health Service. *Ocean Falls B C:* Victoria Pile Driving Co Ltd, construction of floats. *Prince Rupert B C:* Skeena Pile Driving Co Ltd, log breakwater extension. *Squamish B C:* West Coast Dredging Co Ltd,* dredging.

Department of Transport

Port aux Basques Nfld: Robb Engineering Works Ltd, construction of transit shed. *Moncton N B:* Modern Construction Ltd, construction of access road to air terminal bldg. *Dorval P Q:* Bedard-Girard Ltd, installation of airport lighting facilities. *Maniwaki P Q:* Rodolphe Alie, construction of rawinsonde tower, office bldgs, hydrogen generator bldg & dwellings. *Seven Islands P Q:* Tower Co Ltd, installation of field lighting. *Kenora Ont:* P A Chop, addition to radio-meteorological bldg. *Edmonton Alta:* S H Parsons, construction of rawinsonde tower, office bldg, generator bldg. *Alert Bay B C:* McGinnis Bros, erection of dwellings.

Municipal Government Service

Wage increases and tendency towards shorter work week for municipal employees indicated by October 1952, survey of 71 Canadian centres

An analysis of returns received from 71 Canadian municipalities in the October 1952 survey of wages and salaries indicates wage increases in the majority of centres and evidence of a shortening standard work week. In the accompanying table, the most recent information on wages and hours is shown for policemen, firefighters, and labourers employed in works, sanitation and engineering services.

Each year, the Economics and Research Branch of the Department of Labour surveys some 16,000 industrial establishments requesting information on wages and working conditions. This year, the survey is divided into two parts, with information on wages and hours being obtained in October and information for certain aspects of working conditions in April.

The present article is the first of a series based on results of the October 1952, survey. Succeeding issues of the *Labour Gazette* will contain similar articles on other industries.

Wage Rates and Salaries

The table shows the maximum basic salaries* for police constables and firefighters and hourly wage rates for civic labourers as well as standard hours per week in 71 cities, immediately prior to October 1, 1951 and 1952. Police conconstables in 58 of these cities received salary increases ranging from $60 per year in Fort William to $598 in Trois Rivières. The average increase for the 58 cities was $307. Salaries reported ranged from $2,160 per year in Charlottetown to $3,816 in Vancouver, with the majority of the municipalities reporting between $2,800 and $3,500 per year.

In Fredericton and Brandon, firefighters were receiving $2,400 per year in October 1952, while in Vancouver they received $3,816. The largest number of salaries reported was in the range $2,600-$3,500 with 35 of the municipalities reporting over $3,000. There was considerable variation in the size of the increases, the lowest being $39 and the highest $632; the average in those cities showing increases was $311 per year. Sixteen cities paid their firemen the same annual salaries as police constables.

The hourly wage rates shown for labourers apply to Works Department employees. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more arduous or difficult work or to those who have received a length-of-service increment. The hourly wage rates paid in October 1952, to civic labourers varied from 70 cents an hour, the basic rate in Charlottetown and Quebec to $1.50 in Prince Rupert. The size of the hourly increases ranged from one cent per hour in Nelson to 22 cents in Montreal and Calgary. For the 56 centres in which increases were given, the average was 11 cents an hour.

Hours of Work

A tendency towards a shorter standard work week for police departments is revealed by the most recent survey. In October 1952, the predominant work week for policemen was still 48 hours, although there was a substantial increase over 1951 in the number of localities whose police departments were on a 44-hour week.

* The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for uniforms, boots, transportation, etc. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

NOTE:—The rates shown below are preliminary but little or no change is expected in the final figures.

Municipality	Police Constable				Firefighter			
	Maximum Basic Salary per Year		Standard Hours Per Week		Maximum Basic Salary Per Year		Standard Hours per Week	
	1951 $	1952 $	1951	1952	1951 $	1952 $	1951	1952
Newfoundland—								
Bell Island	.....	.....	.....	.....	.....	.....	.....	.....
Corner Brook	.....	.....	.....	.....	.....	.....	.....	.....
St. John's	.....	.....	.....	.....	.....	.....	.....	.....
Prince Edward Island—								
Charlottetown	2,184	2,160	48	48	.....	.....	.....	.....
Nova Scotia—								
Glace Bay	2,768	2,035	54	52	.....	.....	.....	.....
Halifax	2,400	2,880	50	50	2,580	2,880	76	72
Sydney	2,580	2,820	48	48	2,520	.....	72	.....
New Brunswick—					(1)	(1)		
Fredericton	2,331	2,580	48	48	2,400	2,400	84	84
Moncton	2,640	3,036	48	44	2,600	3,016	78	84
Saint John	2,529	2,845	48	40	2,529	2,845	82	68
Quebec—								
Cap de la Madeleine (2)	2,288	2,600	48	56	2,288	2,600	48	56
Drummondville	3,224	3,328	56	56	.....	.....	.....	.....
Hull	2,521	2,521	48	48	2,390	.....	72	.....
Lachine	2,444	2,964	48	48	2,444	2,964	48	48
Magog	2,657	2,889	60	60	.....	.....	.....	.....
Montreal	3,439	3,503	48	48	3,439	3,503	63	63
Quebec	2,937	2,704	48	48	2,397	2,592	72	72
St. Hyacinthe (2)	2,464	2,464	60	60	2,464	2,464	60	60
St. Jean	2,496	2,704	60	60	.....	.....	.....	.....
Shawinigan Falls (2)	2,600	2,600	56	56	2,600	2,600	56	56
Sherbrooke	2,642	.....	48	.....	2,746	3,141	72	72
Sorel (2)	2,600	2,600	56	56	2,600	2,600	56	56
Trois Rivieres (2)	2,314	2,912	56	56	2,314	2,912	56	56
Verdun	3,438	3,501	48	48	3,438	3,501	72	63
Westmount	3,350	3,350	48	48	3,450	3,450	72	72
Ontario—								
Belleville	2,830	3,080	48	48	2,730	.....	72	.....
Brantford	3,240	3,196	48	48	3,240	3,240	56	56
Brockville	2,675	2,925	48	48	2,675	2,900	72	56
Chatham	2,860	3,260	48	48	2,931	3,093	56	56
Cornwall	2,600	2,950	48	48	2,450	2,900	60	60
Fort William	3,217	3,277	48	44	2,760	3,120	48	48
Galt	2,900	3,140	48	48	2,425	2,625	56	56
Guelph	2,786	3,300	48	48	2,650	2,900	56	56
Hamilton	3,274	3,274	44	44	3,189	3,189	48	48
Kingston	2,850	3,025	48	48	2,500	2,825	56	56
Kirkland Lake	2,832	.....	48	.....	2,772	3,201	56	56
Kitchener	2,881	3,281	48	48	2,900	3,250	56	56
London	3,043	3,480	44	44	2,964	3,271	56	56
Niagara Falls	2,991	3,400	48	48	2,889	3,275	60	56
North Bay	3,305	3,600	48	48	2,896	3,225	56	56
Oshawa	3,090	3,150	48	44	2,865	3,150	56	56
Ottawa	3,111	3,461	44	44	3,143	3,052	56	56
Owen Sound	2,769	3,202	48	48	2,650	2,650	56	56
Peterborough	2,850	2,850	44	44	2,800	3,248	56	56
Port Arthur	2,940	3,240	48	44	2,460	3,081	48	48
St. Catharines	2,724	3,250	48	44	3,003	3,307	56	48
St. Thomas	3,915	.....	48	.....	2,907	3,007	56	56
Sarnia	2,775	3,300	48	48	2,825	3,300	56	56
Sault Ste. Marie	3,240	3,480	40	40	3,240	.....	48	.....
Stratford	2,800	3,100	48	48	2,725	3,025	56	56
Sudbury	3,253	3,545	48	44	3,173	3,545	56	56
Timmins	2,904	3,240	48	48	2,940	3,216	48	48
Toronto	3,453	3,775	40	40	3,522	3,782	56	56
Welland	2,900	3,300	48	48	.....	.....	.....	.....
Windsor	3,230	3,500	40	40	3,230	3,500	56	56
Woodstock	2,600	3,000	48	48	2,350	2,750	56	56
Manitoba—								
Brandon	2,340	2,460	48	48	2,114	2,400	56	56
St. Boniface	2,562	2,995	48	48	2,526	2,679	48	48
Winnipeg	3,146	3,290	44	44	2,964	2,964	44	44
Saskatchewan—								
Moose Jaw	2,977	3,182	44	44	2,616	2,736	56	56
Prince Albert	2,916	2,940	44	44	2,772	2,772	60	60
Regina	3,072	3,372	42	42	2,718	3,018	48	48
Saskatoon	2,760	3,174	48	42	2,766	2,766	48	48
Alberta—								
Calgary	2,869	3,356	40	40	2,869	3,356	48	48
Edmonton	3,080	3,200	40	40	2,942	2,981	48	48
Lethbridge	2,520	3,060	40	40	2,565	2,872	48	48
Medicine Hat	2,598	3,120	40	42	2,586	2,812	48	48
British Columbia—								
Nanaimo	.....	.....	.....	.....	2,760	3,180	48	48
Nelson	2,772	3,000	48	48	3,057	3,102	48	48
New Westminster	3,264	3,672	40	40	3,264	3,684	48	48
Prince Rupert	.....	.....	.....	.....	3,264	3,684	48	48
Trail	.....	.....	.....	.....	3,060	3,360	48	48
Vancouver	3,372	3,816	40	40	3,372	3,816	48	48
Victoria	3,004	3,583	40	40	3,143	3,775	48	48

(1) Drivers of apparatus only; others on call.
(2) Both police and firefighting duties performed by same men.

NOTE:—The rates shown below are preliminary but little or no change is expected in the final figures.

Municipality	Labourer							
	Wage Rate per Hour						Standard Hours per Week	
	1951 $			1952 $			1951	1952
Newfoundland—								
Bell Island								
Corner Brook								
St. John's								
Prince Edward Island—								
Charlottetown	.60	—	.83	.70	—	1.05	48	43 and 48
Nova Scotia—								
Glace Bay		.99½			1.10		48	48
Halifax	.95	—	1.06	1.00	—	1.11	44	44
Sydney		.99			1.09½		48	48
New Brunswick—								
Fredericton	.75	—	.94	.80	—	.93	48	48
Moncton		.88			1.02		44	44
Saint John		.87			1.20		48	40
Quebec—								
Cap de la Madeleine (2)		.70			.75		48	48
Drummondville	.70	—	.85	.70	—	.85	48	48
Hull		.85			.85		48	47
Lachine		.95			.95		48	48
Magog	.84	and	.94	.93	and	.97	48	48
Montreal	.84	—	.94	1.03	—	1.18½	44 and 48	44 and 48
Quebec	.70	—	.71	.70	—	.81	48 and 54	45
St. Hyacinthe (2)	.70	and	.75	.77	and	.82	44 and 48	44 and 48
St. Jean	.75	—	1.00	.75	—	1.05	54	54
Shawinigan Falls (2)	.85	—	.95		.95		44	44
Sherbrooke	.75	—	.86	.85	—	1.02	48	48
Sorel (2)		.70		.75	and	.85	48	48
Trois Rivieres (2)	.79	and	.81	.79	and	.81	48	48
Verdun	.80	and	.83	1.00	—	1.05	45	45
Westmount		.92		.95	and	1.00	50	50
Ontario—								
Belleville		.86			.95		44	44
Brantford		1.11			1.24		44	40
Brockville	.75	and	.90	.90	and	.98	48	48
Chatham	1.02	—	1.15	1.14	—	1.27	44	44
Cornwall		.90			.95		44	44
Fort William	1.00	and	1.04	1.06½	and	1.10½	44	44
Galt		.99			.99		44	45
Guelph	.93	and	.98	1.03	and	1.08	44	44
Hamilton		1.05			1.12½		42 and 44	40 and 42
Kingston		.85					44	
Kirkland Lake	.85	—	1.07	1.01	—	1.16	48	48
Kitchener		1.02			1.15½		44	44
London		1.00½			1.11		45	45
Niagara Falls	.98	—	1.03	1.11	—	1.14	48	48
North Bay		1.17		1.17	and	1.22	44	44
Oshawa	1.04	—	1.13				44	
Ottawa	.80	and	.85				44	
Owen Sound	.82	—	.96	.82	—	.96	47	47
Peterborough	.95	—	1.25				44	
Port Arthur								
St. Catharines		1.13		1.15	and	1.20	48	48
St. Thomas	1.09	and	1.15	1.20	and	1.24	44	44
Sarnia	1.04	—	1.16		1.27		48	44
Sault Ste. Marie		1.15			1.36		48	47
Stratford		1.04			1.14		44	40
Sudbury		1.08			1.14		44	44
Timmins	.95	—	1.13	.95	—	1.15	44	44
Toronto	1.15	and	1.25		1.37½		40	40
Welland								
Windsor		1.37½		1.37½	and	1.43	40	40
Woodstock		.90		1.00	and	1.05	44	44
Manitoba—								
Brandon		.76½			.94		44	40
St. Boniface	.75	—	1.10	.90	—	1.10	40	40
Winnipeg	.94	and	1.00	1.02	and	1.07	44	44
Saskatchewan—								
Moose Jaw		.91			1.00		44	42½
Prince Albert	.98	—	1.13	.90	—	1.10	44	44
Regina	.80	—	.95	.92	—	1.25	44	40
Saskatoon	.92	—	1.04	.90	—	1.06	44	44
Alberta—								
Calgary	1.00	—	1.08½	1.22	—	1.29½	40	40
Edmonton	1.00½	—	1.14				40	
Lethbridge		.90					40	
Medicine Hat	.91½	—	1.09	.95½	—	1.15	40	40
British Columbia—								
Nanaimo	1.09	and	1.19		1.32		40	40
Nelson	1.08	and	1.18	1.00	—	1.28	44	44
New Westminster		1.24			1.40		40	40
Prince Rupert		1.29			1.50		40	40
Trail		1.12			1.30		44	44
Vancouver	1.24	—	1.34	1.36	—	1.46	40	40
Victoria	1.15	—	1.19½	1.31	and	1.35	40	40

Consistent with the prevalence of the 48-hour schedule is the predominance of the six-day week, with police departments in more than half the centres operating on this basis; 13 centres, seven of which were in Alberta and British Columbia and three in Ontario, reported a five-day week, usually of 40 hours, and 13 others, a week of 5½ days.

Firefighters in most centres in Eastern Canada operate on the "two platoon" system—10 hours by day and 14 by night, with 56 hours being the predominant work week. In a typical fire department, these shifts are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

The five-day week was found to be more prevalent in the fire departments than among police. Of 29 centres reporting a standard week of 56 hours for firefighters, 20 reported an arrangement of working time averaging five days a week. The 48-hour schedules reported were usually spread over either four or six days, in most cases the latter.

In the works, sanitation and engineering departments, the 44-hour week was predominant, as was the 5½-day schedule. Next in frequency was the 48-hour and then the 40-hour week. Very few changes in standard weekly hours took place since the 1951 survey. The five-day week was in effect for employees of this branch of municipal service in 20 centres.

Prices and the Cost of Living*

Consumer Price Index, December 1, 1952

Dropping to the lowest point reached in 1952, the Dominion Bureau of Statistics consumer price index decreased 0·26 per cent from 116·1 to 115·8 between November 1 and December 1. The decline came at the end of a six-month period during which the index remained almost unchanged.

Foods were the only group to register a substantial change, the food index dropping from 115·7 to 114·1 as the result of a larger-than-seasonal drop in the price of eggs and slightly lower prices for canned fruits and vegetables, grapefruit, potatoes and pork. Somewhat higher prices were quoted for other fresh fruits and vegetables, cheese, butter and some cuts of beef.

These price changes were in combination with seasonally lower consumption of bananas, fresh tomatoes and pre-cooked meats and higher seasonal consumption of fats, canned pears and lamb.

The clothing index declined fractionally from 109·8 to 109·7. Slight decreases in men's and children's wear were partially offset by a small advance in the footwear index.

Within the household operation group, lower prices for household textiles, supplies and services were overbalanced by increases in the price of anthracite coal. The group index increased from 115·9 to 116·1.

The index of other commodities and services remained unchanged at 116·6.

The shelter index advanced from 121·4 to 122·2 under the influence of a 0·9-per-cent increase in the rent component and a 0·3-per-cent advance in the home-ownership series.

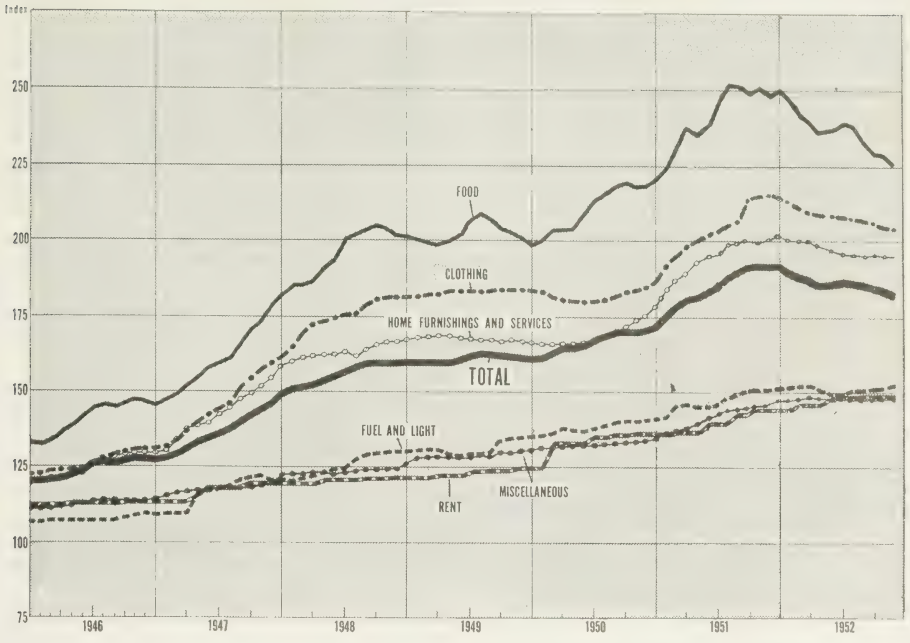
The consumer price index at December 1, 1951, was 118·1; the group indexes were: food, 122·5; shelter, 118·2; clothing, 115·2; household operation, 116·4; and other commodities and services, 115·0.

Cost-of-Living Index, December 1, 1952

The cost-of-living index decreased 0·32 per cent, from 184·8 to 184·2, between November 1 and December 1, 1952. At December 1, 1951, it stood at 191·1.

The food index dropped from 229·0 to 226·1; a year ago it was 249·3. The rent index increased from 148·9 to 149·9; at December 1, 1951, it stood at 144·8. The fuel and light index advanced from 151·1 to 152·7; a year earlier it was 150·8. The clothing index dropped a fraction, from 205·5 to 205·4; at the same date a year ago it was 215·5. The home furnishings and services index declined fractionally from 195·5 to 195·3; a year earlier it was 200·6. The miscellaneous index remained unchanged at 148·8, up from the December 1, 1951, level of 144·9.

*See Tables F-1 to F-6 at end of book.



City Cost-of-Living Indexes, November 1, 1952

Cost-of-living indexes for six of the nine regional centres declined between October 1 and November 1 while three advanced. Mixed changes in food prices were recorded in all centres. Higher prices for eggs and butter and lower prices for beef and lamb were general.

Clothing indexes moved down in eight cities, mainly because of decreases in men's overcoats and women's hosiery prices. Fuel and light indexes were unchanged in six cities. Coal prices were higher in Montreal and Saint John. Decreases in rugs, sheets and brooms were recorded in the home furnishings indexes in most centres. Substantial increases in towel prices were reported in Montreal and Toronto.

In the miscellaneous group, small decreases in toilet soap were noted in a few cities. Increases in barbers' fees were registered in both Halifax and Edmonton, while theatre admissions rose slightly in Saint John and Montreal. Rents were not surveyed between October 1 and November 1 and the indexes remained unchanged.

Composite city cost-of-living index point changes between October 1 and November 1 were as follows: Halifax, +0·7 to 174·7; Saskatoon, +0·6 to 182·1; Vancouver, +0·3 to 187·6; St. John's,—0·5 to 102·5; Toronto, —0·4 to 181·4; Winnipeg, —0·3 to 177·2; Edmonton, —0·3 to 176·7; Saint John, —0·2 to 181·4; Montreal, —0·2 to 189·6.

Wholesale Prices, November 1952

Wholesale prices were slightly firmer in November. The general wholesale price index rose from 221·0 for October to 221·9 for November. Changes in the major group indexes were only fractional; six advanced, two declined.

Animal products moved up from 233·1 to 235·4, reflecting strength in livestock, notably steers, meats, butter, cheese and hides, which outweighed decreases in eggs and fishery products. Firmer prices for newsprint and woodpulp, which reflected declining strength in the Canadian dollar, coupled with an increase in furniture prices, moved the index for wood, wood products and paper from 290·8 to 293·4.

Higher prices for vegetable oils, grains, tea and canned fruits overbalanced decreases in raw leaf tobacco, automobile tires and milled feeds. Chemicals and allied products moved from 175·9 to 176·4 as a result of firmer quotations for glycerine and tanning materials, which overbalanced weakness in paint materials. Iron and its products changed from 221·1 to 221·2, following higher quotations for hardware and wire, while advances in

building stone and sulphur were reflected in an increase in non-metallic minerals from 173.4 to 173·5.

In fibres, textiles and textile products, lower prices for raw cotton and cotton fabrics outweighed strength in raw wool and wool cloth to reduce the group index from 245·6 to 244·8. The group index for non-ferrous metals declined from 168·1 to 167·6, because of continuing declines in lead and zinc. Quotations for gold, silver and tin were firmer in this section.

Canadian farm product prices at terminal markets moved up from 221·3 to 222·9, because of strength in animal products. The index for this latter series registered a gain from 263·0 to 266·5, reflecting a firmer tone for livestock prices, fowl and raw wool, which overbalanced weakness in eggs. Field products declined from 179·7 to 179·2, mainly because of lower prices for raw leaf tobacco.

The index for residential building materials declined from 284·3 to 283·9 between October and November, largely reflecting lower prices in the paint and glass and plumbing and heating sections. In the "other materials" group, an increase in wire nails advanced the index from 227·4 to 228·8.

Strikes and Lockouts

Canada, November, 1952*

Strike idleness, which declined sharply during November, was the lowest recorded for any month this year. Work stoppages causing the greatest amount of time loss were: copper refiners at Montreal, Que.; rayon factory workers at Louiseville, Que.; and cotton factory workers at Hamilton, Ont.

Wage increases and related questions were the central issues in 15 of the 22 stoppages in existence during the month, causing more than half the total idleness. Two stoppages arose over causes affecting working conditions, two over union questions, one over dismissal of a worker, and two were inter-union disputes.

Preliminary figures for November 1952, show 22 strikes and lockouts in existence, involving 5,084 workers, with a time loss of 44,176 man-working days, compared with 38 strikes and lockouts in October 1952, with 13,322 workers involved and a loss of 165,009 days. In November 1951, there were 22 strikes and lockouts, with 13,074 workers involved and a loss of 38,810 days.

For the first 11 months of 1952 preliminary figures show 205 strikes and lockouts involving 117,021 workers, with a time loss of 2,822,308 days. In the same period in 1951 there were 245 strikes and lockouts, with 91,234 workers involved and a loss of 785,904 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in November 1952, was 0·05 per cent of the estimated working time; 0·18 per cent in October 1952; 0·04 per cent in November 1951; 0·28 per cent for the first 11 months of 1952; and 0·08 per cent for the first 11 months of 1951.

Of the 22 stoppages in existence in November 1952, one was settled in favour of the workers, two in favour of the employers, six were compromise settlements, and three were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 31, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952; stamp and stencil factory workers at Hamilton, Ont., on May 20, 1952; and waitresses at Timmins, Ont., on May 23, 1952.)

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

(The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.)

The number of work stoppages beginning in September 1952, was 155 and 23 were still in progress from the previous month, making a total of 178 during the month. In all stoppages of work in progress, 28,800 workers were involved and a time loss of 106,000 working days caused.

Of the 155 disputes leading to stoppages of work which began in September, 11, directly involving 1,300 workers, arose over demands for advances in wages, and 49, directly involving 4,400 workers, over other wage questions; six, directly involving 1,500 workers, over questions as to working hours: 19, directly involving 4,300 workers, over questions respecting the employment of particular classes or persons; 67, directly involving 4,200 workers, over other questions respecting working arrangements; two, directly involving 100 workers, over questions of trade union principle; and one, directly involving 300 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for October 1952, show 425 work stoppages resulting from labour-management disputes beginning in the month in which 470,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,500,000 man-days. Corresponding figures for September 1952, are 475 work stoppages involving 230,000 workers and a time loss of 3,200,000 days.

Selected Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-Library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 54.

Accident Prevention

1. **Industrial Accident Prevention Associations, Toronto.** *Report of the 1951 Conference and Annual Meeting, held in the Royal York Hotel, Toronto, 23rd and 24th April, 1951.* Toronto, 1951. Pp. 115.

2. **U.S. Bureau of Labor Statistics.** *Injuries and Accident Causes in Plumbing Operations. A detailed Analysis of Accidents experienced by Plumbers during 1948 and 1949.* Washington, G.P.O., 1952. Pp. 34.

Canada—Politics and Government

3. **Canada. Bureau of Current Affairs.** *The Canadian Constitution,* by W. J. Lawson. Ottawa, Queen's Printer, 1952. Pp. 39.

4. **Canada. Bureau of Current Affairs.** *How Parliament works,* by E. R. Hopkins. Ottawa, 1952. Pp. 31.

5. **Canada. Bureau of Current Affairs.** *Local Government,* by Wilfrid Eggleston. Ottawa, Queen's Printer, 1952. Pp. 29.

Disabled—Rehabilitation

6. **New York (State) Employment Service. Division of the Handicapped.** *How Physically Handicapped People find Work, A Manual of Placement Procedure.* Albany, 1935. Pp. 29.

7. **U.S. President's Committee on Employment of the Physically Handicapped.** *NEPH Week. Annual Meeting . . .* Minutes of the Meeting, Departmental

Auditorium, Washington, D.C., September 4, 1952. Washington, U.S. Bureau of Labor Standards, 1952. Pp. 22.

8. **U.S. President's Committee on Employment of the Physically Handicapped.** *NEPH Week.* Spring Meeting, *the President's Committee on Employment of the Physically Handicapped.* Minutes of the Meeting, Departmental Auditorium, Washington, D.C., April 18, 1952. Washington, 1952. Pp. 79.

Discrimination in Employment

9. *Age, Discrimination in Employment; an FEPC Misfit (In The Yale Law Review.* April 1952. V. 61, No. 4, Pp. 574-584).

10. **Berger, Morroe.** *Equality by Statute; Legal Controls over Group Discrimination.* With a Foreword by Robert M. MacIvor. New York, Columbia University Press, 1952. Pp. 238.

Economic Conditions

11. ***Brookings Institution, Washington,* D.C.** *America's Wealth: The Last Hundred Years and the Next; The Illustrated Story of a Dynamic Economy.* Washington, D.C., 1952. Pp. 48.

12. **Congress of Industrial Organizations. Department of Education and Research.** *CIO Says: The Odds are up to You.* Washington, 1952. This Pamphlet is about Economic Conditions in the Modern World. Pp. 29.

13. **National Forum of Labor, Agriculture and Industry.** *The Road Ahead.* Annual Proceedings of the Sixth National Forum of Labor, Agriculture and Industry, Laramie, Wyoming, July 31, August 1, 2, 1950. Laramie, Wyo., University of Wyoming, 1951? Pp. 154.

14. **Triantis, Stephen G.** *Backward Lands; The Other Front.* Toronto, Canadian Institute of International Affairs, 1952. Pp. 16.

15. **U.S. President's Materials Policy Commission.** *Resources for Freedom; A Report to the President.* Washington, G.P.O., 1952. 5 Volumes.

Employees—Training

16. **Johnson & Johnson, Inc.** *Standard Procedure for Training of New Employees.* Rev. ed. New York, 1951. Pp. 13.

17. **New York (State) Civil Service Commission. Training Division.** *Training Program for State Employees; Instructor's Manual in Fundamentals of Supervision.* Albany, 1952. Pp. 105.

Employment Management

18. **Bureau of National Affairs, Washington, D.C.** *Supervisory Merit-Rating.* Washington, 1952. Pp. 29.

19. **Chamber of Commerce of the United States of America.** *Economic Education thru Employee Meetings.* Washington, n.d. Pp. 36.

20. **Illinois. University. Institute of Labor and Industrial Relations.** *Workers on the Move: Labor Turnover in the Defense Economy,* by Kenneth Lehmann and C. Edward Weber. Urbana, 1952. Pp. 23.

21. **Institute of Personnel Management.** *Annual Report, 1950-51.* London, 1951. Pp. 16.

22. **Institute of Personnel Management.** *Annual Report, 1951-52.* London, 1952. Pp. 16.

23. **Institute of Personnel Management.** *Report of the Council for the Year 1949-50,* made to the Annual General Meeting . . . on 14 October 1950. London, 1950. Pp. 22.

24. **Wilhelm, Donald.** *An Employee Suggestion System for the Small Plant . . .* Revised by C. W. Ufford. Washington, G.P.O., 1952. Pp. 19.

Free Enterprise

25. **Chamber of Commerce of the United States of America.** *Re-Privatizing Public Enterprise.* Washington, 1952. Pp. 38.

26. **Labour Party (Great Britain).** *The Future of Private Industry,* by Joan Mitchell. London, 1952. Pp. 32.

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The bulletin sets out, in a form which permits easy comparison, the standards set by provincial law with regard to the school-leaving age, minimum age for employment, annual and public holidays, maximum daily and weekly hours of work, minimum wages for boh experienced workers and learners, workmen's compensation benefits payable in case of death or disability, and the provision made for a weekly rest-day. Workplaces dealt with in the tables are mines, factories, shops, offices, hotels and restaurants.

Copies of this mimeographed bulletin may be obtained from the Legislation Branch, Department of Labour.

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Items	1952		1951	1950	1944	1939
	Nov.	Oct.	Oct.	Oct.	Oct.	Oct.
Total Population* 000	.....	14,430	14,009	13,921	11,975	11,267
Labour Force—						
Civilian labour force[1] 000	.....	5,419	5,343	5,324	†	†
Persons with jobs 000	.....	5,333	5,266	5,221	†	†
Male 000	.....	4,166	4,136	4,107	†	†
Female 000	.....	1,167	1,130	1,114	†	†
Paid workers 000	.....	3,947	3,798	3,639	†	†
Without jobs and seeking work 000	.....	86	77	103	†	†
Index of employment (1939 = 100)	.....	192·0	186·5	177·1	†	†
Immigration ..... No.	.....	10,940	22,588	5,771	2,216	1,036
Adult males ..... No.	.....	3,273	11,433	2,378	257	318
Earnings and Hours—						
Total labour income $000,000	.....	.....	855	736	†	†
Per capita weekly earnings ..... $	.....	55.03	51.59	45.88	†	†
Average hourly earnings, mfg. c	.....	129·9	121·9	105·3	†	†
Average hours worked per week, mfg.	.....	42·1	41·9	42·9	†	†
Real weekly earnings, mfg. [2]	.....	113·0	104·6	102·3	†	†
National Employment Service—						
Live Applications for employment (1st of month) [3] 000	148·6	142·8	131·0	133·1	62·4	†
Unfilled vacancies (1st of month) [3] 000	41·9	49·7	68·6	64·8	201·2	†
Placements, weekly average 000	.....	22·8	18·3	18·2	†	†
Unemployment insurance—						
Ordinary live claims (1st of month) 000	.....	[7] 92·6	85·1	79·3	5·7	†
Balance in fund $000,000	.....	844·2	751·5	625·8	235·7	†
Price Indexes—						
General wholesale [4]	.....	221·0	239·6	220·0	†	†
Cost-of-living index [4]	.....	185·0	190·4	170·7	118·6	103·5
Residential building materials [4]	.....	284·3	290·8	260·4	†	†
Consumer Price index (1949 = 100)	.....	116·0	117·1	105·9	†	†
Production—						
Industrial production index [4]	.....	.....	212·6	210·7	193·7	117·8
Mineral production index [4]	.....	.....	172·5	158·8	98·7	120·8
Manufacturing index [4]	.....	.....	219·4	221·7	214·8	117·7
Pig iron ..... 000 tons	.....	.....	224·5	205·8	154·1	85·8
Steel ingots and castings ..... 000 tons	.....	.....	309·4	293·9	275·5	149·6
Inspected slaughtering, cattle 000	127·6	140·6	116·2	119·3	132·8	98·7
hogs 000	642·8	583·0	459·8	397·8	609·1	425·9
Flour production ..... 000,000 bbls	.....	2·30	1·93	2·11	2·05	2·09
Newsprint [3] ..... 000 tons	.....	502·8	492·5	456·4	258·3	281·0
Cement producers' shipments ..... 000,000 bbls	.....	.....	1·65	1·56	[6] 0·88	[6] 0·68
Automobiles and trucks 000	.....	.....	32·5	35·6	13·2	11·3
Gold ..... 000 fine oz	.....	.....	380·8	376·3	230·7	433·1
Copper ..... 000 tons	.....	.....	21·0	22·2	21·0	25·5
Lead ..... 000 tons	.....	.....	15·1	18·6	9·2	17·6
Nickel ..... 000 tons	.....	11·7	11·8	10·4	10·9	9·4
Zinc ..... 000 tons	.....	.....	30·0	26·6	21·5	14·9
Coal ..... 000 tons	.....	1,781	1,877	1,816	1,532	1,799
Crude petroleum ..... 000,000 bbls	.....	.....	4,882	2,980	878	815
Electric power ..... 000,000 k.w.h	.....	5,419	4,921	4,395	3,482	2,590
Construction—						
Contracts awarded $000,000	.....	191·1	139·1	251·3	25·9	14·2
Dwelling units started 000	.....	9·8	5·0	9·8	†	†
completed 000	.....	9·5	8·2	9·5	†	†
under construction 000	.....	59·3	55·2	70·0	†	†
Distribution—						
Wholesale sales index, unadjusted [4]	.....	.....	383·7	†	†	†
Retail trade $000,000	.....	.....	898·6	830·4	†	†
Imports, excluding gold $000,000	.....	377·7	344·1	320·6	160·1	79·1
Exports, excluding gold $000,000	.....	372·4	371·0	315·2	314·0	90·4
Railways—						
Revenue freight, ton miles 000,000	.....	.....	5,744	5,542	6,212	4,049
cars loaded 000	.....	391·7	389·8	385·3	331·0	270·3
Banking and Finance—						
Common stocks, index [4]	167·3	163·6	183·3	145·4	86·2	96·6
Preferred stocks, index [4]	.....	161·2	164·2	161·1	126·7	107·4
Bond yields, Dominion, index [4]	117·8	118·6	105·7	92·0	97·0	111·9
Cheques cashed, individual accounts $000,000	.....	11,279	10,619	9,391	4,932	2,899
Bank loans, current public $000,000	.....	3,096	2,893	2,449	954	952
Money supply $000,000	.....	5,143	4,795	4,925	[5] 3,153	[5] 1,370
Circulating median in hands of public $000,000	.....	1,379	1,256	1,187	972	[5] 281
Deposits $000,000	.....	3,764	3,539	3,738	[5] 2,163	[5] 1,089

NOTE—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at June 1, for 1952, 1951; Sept. 1, for 1950; and June 1, for 1944, 1939.

† Comparable statistics are not available.

[1] Labour Force Survey figures given are as at August 16, 1952, August 18, 1951 and August 19, 1950. Estimates are based on 1951 census. Detailed figures will be found in tables A 4—A 7 of the December issue of the Labour Gazette.

[2] Real earnings computed by dividing the Consumer Price Index into the average weekly earnings index base: average 1949 = 100.

[3] Newfoundland is included after April 1, 1949.

[4] Average 1935–39 = 100.

[5] Year end figures.

[6] Figures for 1939–44 are production data rather than shipments.

[7] Effective August 1, 1952, claimants on temporaty mass lay-offs excluded from total of claimants.

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
Total, 1950	30,700	24,172	19,040	73,912
Total, 1951	95,818	53,239	45,334	194,391
1951—				
October	11,433	6,161	4,994	22,588
November	11,725	5,983	4,534	22,242
December	9,434	5,787	4,455	19,676
1952—				
January	6,453	3,958	2,720	13,131
February	4,666	3,306	2,997	10,969
March	8,751	5,307	4,585	18,643
April	9,097	5,554	4,846	19,497
May	8,819	5,639	5,390	19,848
June	6,398	5,028	4,543	15,969
July	6,124	5,522	5,041	16,687
August	4,313	3,935	3,037	11,285
September	3,190	3,373	2,704	9,267
October	3,273	4,462	3,205	10,940

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
October	348	6,553	11,438	2,650	1,599	22,588
November	447	5,885	11,662	2,355	1,893	22,242
December	381	6,071	9,697	2,266	1,261	19,676
952—						
January	353	3,660	6,701	1,334	1,083	13,131
February	259	2,120	6,110	1,523	957	10,969
March	406	4,209	10,338	2,257	1,433	18,643
April	526	4,140	10,584	2,540	1,707	19,497
May	521	4,044	10,537	3,019	1,727	19,848
June	564	2,990	8,202	2,670	1,543	15,969
July	527	3,029	8,746	2,689	1,696	16,687
August	280	2,683	5,298	2,001	1,023	11,285
September	263	1,999	4,415	1,609	981	9,267
October	272	2,614	5,459	1,432	1,163	10,940

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestics	Others	Total Workers
1951—									
October	2,317	3,977	4,728	569	444	274	805	545	13,659
November	2,019	3,878	5,209	632	424	311	748	515	13,736
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January	1,164	2,572	2,135	473	501	245	732	112	7,934
February	1,239	1,540	1,552	390	385	192	383	96	5,777
March	2,240	2,928	3,120	657	527	309	606	165	10,552
April	2,318	2,904	3,313	768	612	352	634	228	11,129
May	2,611	2,635	2,789	795	660	409	577	192	10,668
June	1,979	1,602	2,086	707	630	347	566	126	8,043
July	2,131	1,476	1,871	763	656	324	751	161	8,133
August	1,729	761	1,090	459	669	247	798	78	5,831
September	592	748	1,021	480	686	260	470	83	4,340
October	315	870	1,244	617	746	302	764	116	4,974

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
1949—September	49	217	54	173	149	22	664
1950—September	59	241	58	186	159	25	728
*1951—January	59	252	47	187	160	25	730
February	59	254	46	188	162	24	733
March	55	260	46	191	168	25	745
April	55	266	53	196	166	27	763
May	61	269	59	202	174	27	792
June	67	276	64	208	179	27	821
July	66	276	68	209	178	30	827
August	68	279	71	211	176	28	833
September	70	284	74	214	178	28	848
October	74	283	73	216	180	29	855
November	76	283	71	219	179	29	857
December	73	268	55	225	188	28	837
*1952—January	71	281	59	212	181	29	833
February	74	287	59	212	186	28	846
March	70	292	61	214	187	28	852
April	60	294	66	218	187	29	854
May	65	295	72	222	193	29	876
June	65	294	79r	227	198	29	892
July	65	297	87	229	197	30	905
August	72	307	87	230	196	30	922
September	73	314	87	232	196	30	932

* Includes Newfoundland. r revised.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)
SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,503,233.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
Jan. 1, 1951	175·3	184·2	149·1	187·5	162·3	186·9	171·2	144·4	193·7	180·4
Apr. 1, 1951	173·3	152·0	140·3	177·1	160·3	187·3	165·2	135·3	187·0	181·0
May 1, 1951	175·6	161·8	140·3	171·7	163·3	188·5	167·5	137·9	192·9	187·2
June 1, 1951	180·3	178·1	149·4	171·6	167·9	191·9	172·6	149·8	202·5	192·3
July 1, 1951	183·6	186·9	149·6	174·9	171·0	194·7	177·6	154·6	208·9	197·4
Aug. 1, 1951	184·3	188·7	155·3	179·9	171·6	193·5	179·7	157·5	218·0	198·1
Sept. 1, 1951	185·4	192·4	157·8	182·3	173·2	194·1	180·4	157·8	219·0	198·9
Oct. 1, 1951	186·5	188·6	158·6	183·6	175·3	195·4	178·6	156·9	214·6	201·0
Nov. 1, 1951	186·4	182·6	158·4	186·2	178·0	193·9	178·4	157·7	211·3	197·9
Dec. 1, 1951	186·6	181·0	156·2	192·3	178·6	194·7	177·5	156·5	210·9	195·1
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
Apr. 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	188·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·0	205·4	163·2	185·4	181·2	200·3	182·7	162·1	230·8	204·7
Percentage Distribution of Employees of Reporting Establishments at October 1, 1952.	100·0	0·2	3·7	2·6	29·3	42·5	5·2	2·3	4·9	9·3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)
SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
1951—Average	180·2	381·3	211·6	49.61	190·0	427·6	224·9	51.25
Jan. 1, 1951	175·3	338·2	193·1	45.27	182·4	373·1	204·5	46.60
Apr. 1, 1951	173·3	357·8	206·6	48.43	188·8	414·6	219·5	50.03
May 1, 1951	175·6	367·9	209·8	49.17	189·9	423·7	223·1	50.84
June 1, 1951	180·3	379·0	210·5	49.34	192·0	429·0	223·3	50.90
July 1, 1951	183·6	392·5	214·0	50.17	193·9	440·0	226·9	51.70
Aug. 1, 1951	184·3	394·0	214·0	50.16	194·0	440·1	226·8	51.68
Sept. 1, 1951	185·4	400·2	216·1	50.66	194·1	446·1	229·8	52.37
Oct. 1, 1951	186·5	410·0	220·1	51.59	194·2	454·4	233·9	53.31
Nov. 1, 1951	186·4	413·4	222·1	52.05	190·8	451·4	236·5	53.89
Dec. 1, 1951	186·6	416·7	223·6	52.41	189·1	451·8	238·9	54.44
Jan. 1, 1952	181·0	388·8	215·1	50.42	183·6	417·8	227·4	51.82
Fev. 1, 1952	177·8	402·9	226·9	53.19	185·2	449·9	242·9	55.36
Mar. 1, 1952	178·0	409·0	230·2	53.95	187·3	458·0	244·5	55.73
Apr. 1, 1952	177·9	411·5	231·7	54.32	188·3	467·2	248·1	56.55
May 1, 1952	177·4	410·6	231·8	54.34	188·7	468·4	248·1	56.55
June 1, 1952	182·5	420·2	230·7	54.08	190·9	470·1	246·2	56.10
July 1, 1952	185·5	426·3	230·2	53.96	191·4	470·1	245·5	55.95
Aug. 1, 1952	188·8	433·3	229·9	53.89	194·1	474·6	244·4	55.71
Sept. 1, 1952	190·6	442·7	232·7	54.55	198·5	490·9	247·3	56.36
Oct. 1, 1952	192·0	449·9	234·8	55.03	200·2	501·4	250·3	57.05

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Oct. 1 1952	Sept. 1 1952	Oct. 1 1951	Oct. 1 1952	Sept. 1 1952	Oct. 1 1951	Oct. 1 1952	Sept. 1 1952	Oct. 1 1951
							$	$	$
(a) PROVINCES									
Prince Edward Island	205·4	209·2	188·6	427·6	431·3	362·9	41.43	41.04	38.29
Nova Scotia	163·2	163·8	158·6	351·9	352·2	323·1	46.21	46.07	43.67
New Brunswick	185·4	183·5	183·6	421·3	409·8	407·3	46.25	45.44	44.97
Quebec	181·2	179·3	175·3	445·2	436·5	406·5	52.29	51.83	49.33
Ontario	200·3	198·3	195·4	468·3	459·2	428·5	57.31	56.74	53.73
Manitoba	182·7	182·7	178·6	372·2	373·2	348·5	52.39	52.54	50.17
Saskatchewan	162·1	164·2	156·9	348·5	351·9	312·8	52.06	51.91	48.32
Alberta	230·8	235·3	214·0	508·7	516·4	446·2	56.07	55.81	52.77
British Columbia	204·7	201·9	201·0	481·4	469·8	426·1	61.13	60.50	55.12
CANADA	**192·0**	**190·6**	**186·5**	**449·9**	**442.7**	**410·0**	**55.03**	**54.55**	**51.59**
(b) METROPOLITAN AREAS									
Sydney	114·4	114·8	109·7	300·8	299·5	265·2	58.78	58.33	54.04
Halifax	221·1	219·8	212·3	420·8	415·8	376·5	44.56	44.31	41.54
Saint John	173·7	179·5	173·3	354·2	358·5	338·9	43.69	42.79	41.95
Quebec	167·9	157·6	158·6	412·9	375·6	361·2	45.81	44.42	42.41
Sherbrooke	173·3	173·2	171·6	409·1	400·9	385·1	45.82	44.93	43.55
Three Rivers	178·0	176·7	187·7	451·6	455·4	477·7	50.75	51.57	50.93
Drummondville	176·1	173·3	208·5	461·9	442·1	531·7	50.22	48.84	48.74
Montreal	186·0	184·0	178·0	433·9	424·4	386·5	53.34	52.73	49.60
Ottawa—Hull	191·6	192·7	192·4	407·4	408·9	390·7	49.25	49.15	47.09
Peterborough	196·0	196·6	207·5	543·0	537·3	544·4	58.46	57.66	55.27
Oshawa	282·7	274·1	255·9	813·5	779·5	678·3	68.04	67.24	62.72
Niagara Falls	330·8	318·2	293·6	866·4	842·5	698·4	63.16	63.85	57.30
St. Catharines	251·1	250·7	245·9	666·6	648·8	627·4	65.14	63.49	62.55
Toronto	204·5	202·0	197·3	468·1	456·1	425·7	57.83	57.05	54.21
Hamilton	207·0	203·0	206·9	514·5	497·4	477·0	60.14	59.26	55.89
Brantford	211·6	212·7	209·8	570·2	570·6	535·3	55.95	55.71	53.03
Galt	160·8	158·0	151·9	411·3	403·3	359·4	52.47	52.37	48.43
Kitchener	179·6	176·1	180·5	457·1	442·9	416·8	53.96	53.33	49.06
Sudbury	183·6	184·0	177·4	424·2	417·7	375·3	69.38	68.18	63.68
London	200·5	199·6	194·2	450·9	443·2	414·1	53.23	52.55	50.53
Sarnia	341·5	328·4	288·9	845·8	807·3	614·8	68.66	68.15	68.53
Windsor	232·0	232·8	211·8	532·7	537·6	439·9	63.99	64.37	57.91
Sault Ste. Marie	251·8	248·5	228·3	616·0	589·0	511·9	64.90	62.88	59.65
Ft. William—Pt. Arthur	245·6	236·4	231·4	551·0	528·0	527·3	57.47	56.91	57.19
Winnipeg	179·1	178·0	173·9	365·7	361·8	335·2	49.83	49.59	46.97
Regina	178·7	176·8	170·7	386·6	386·8	342·6	48.98	49.55	45.46
Saskatoon	206·5	206·2	195·8	446·6	443·0	385·6	47.92	47.60	43.70
Edmonton	297·1	301·1	264·7	690·9	698·6	570·1	54.67	54.55	50.63
Calgary	234·2	236·2	223·2	486·0	492·5	426·8	53.43	53.67	49.36
Vancouver	205·6	205·8	207·3	469·4	463·4	435·2	57.25	56.45	52.59
Victoria	229·6	221·0	229·8	518·7	497·5	473·4	54.14	53.97	49.44
(c) INDUSTRIES									
Forestry (chiefly logging)	183·1	151·1	214·6	591·6	491·4	630·2	55.92	56.31	50.83
Mining	125·9	127·2	120·1	293·6	292·0	263·0	67.29	66.22	63.01
Manufacturing	200·2	198·5	194·2	501·4	490·9	454·4	57.05	56.36	53.31
Durable Goods[1]	254·1	251·2	240·2	646·4	631·9	567·5	61.80	61.11	57.40
Non-Durable Goods	165·5	164·5	164·4	397·2	389·7	372·6	52.35	51.67	49.42
Construction	221·1	224·7	206·1	670·9	670·0	570·8	57.04	56.05	51.95
Transportation, storage, communication	190·5	192·5	186·7	381·2	384·7	359·2	57.24	57.15	55.06
Public utility operation	201·3	204·7	191·8	424·9	429·6	375·8	62.16	61.80	57.79
Trade	181·5	177·5	175·5	386·5	378·6	354·4	46.53	46.61	44.17
Finance, insurance and real estate	181·1	180·5	173·3	307·2	307·2	280·9	49.36	49.51	47.11
Service[2]	192·7	197·8	187·9	399·6	401·3	367·0	34.66	33.92	32.07
Industrial composite	192·0	190·6	186·5	449·9	442·7	410·0	55.03	54.55	51.59

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings. D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43.7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43·82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
Oct. 1, 1951	41·9	121·9	51.08	42·0	132·1	55.48	41·8	111·2	46.48
Nov. 1, 1951	41·8	123·5	51.62	42·1	133·3	56.12	41·5	113·0	46.90
Dec. 1, 1951	41·9	124·5	52.17	42·2	134·6	56.80	41.6	113·5	47.22
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37.9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·7	59.80	42·0	117·1	49.18

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, 1952.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1952	Sept. 1, 1952	Oct. 1, 1951	Oct. 1, 1952	Sept. 1, 1952	Oct. 1, 1951
Newfoundland	44·7	43·4	44·2	123·0	121·2	118·3
Nova Scotia	41·3	42·4	41·6	113·6	113·9	104·9
New Brunswick	43·2	43·1	44·6	113·4	111·1	110·2
Quebec	43·8	43·2	43·6	116·1	115·9	109·6
Ontario	41·6	41·0	41·5	137·5	137·0	128·3
Manitoba	40·6	41·0	40·8	124·6	123·9	118·6
Saskatchewan	41·0	41·0	40·9	131·9	131·5	123·0
Alberta	39·5	40·6	40·2	132·0	130·9	122·1
British Columbia	38·7	38·7	37·6	158·5	157·3	149·0
Montreal	42·5	42·0	42·2	121·9	122·0	114·1
Toronto	41·3	40·5	41·0	137·3	136·3	128·4
Hamilton	40·4	40·0	39·5	151·7	149·7	142·6
Windsor	39·1	40·1	38·2	160·8	160·5	144·2
Winnipeg	40·4	40·4	40·3	122·8	122·4	117·2
Vancouver	38·3	38·1	37·3	156·3	156·2	148·2

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1952	Sept.1 1952	Oct. 1 1951	Oct. 1 1952	Sept.1 1952	Oct. 1 1951	Oct. 1 1952	Sept.1 1952	Oct. 1 1951
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**43·3**	**42·7**	**43·9**	**149·7**	**148·7**	**138·2**	**64.82**	**63.49**	**60.67**
Metal mining	44·6	44·2	44·2	151·0	150·0	141·2	67.35	66.30	62.41
Gold	45·7	45·4	46·3	130·5	130·8	125·7	59.64	59.38	58.20
Other metal	43·8	43·4	42·7	164·2	162·7	153·4	71.92	70.61	65.50
Fuels	40·5	39·6	41·8	153·8	152·3	141·6	62.29	60.31	59.19
Coal	39·7	38·6	41·2	151·8	150·0	138·5	60.26	57.90	57.06
Oil and natural gas	43·5	43·1	44·0	161·0	159·8	152·8	70.04	68.87	67.23
Non-metal	43·7	42·9	47·6	136·7	136·8	120·2	59.74	58.69	57.22
Manufacturing	42·1	41·6	**41·9**	129·9	129·5	**121·9**	54.69	53.87	51.08
Food and beverages	42·2	41·9	43·0	108·1	107·6	99·7	45.62	45.08	42.87
Meat products	40·3	40·7	40·1	141·7	137·5	133·6	57.11	55.96	53.57
Canned and preserved fruits and vegetables	43·1	39·2	44·1	89·2	86·6	84·5	38.45	33.95	37.26
Grain mill products	44·3	44·6	45·9	121·4	122·3	115·5	53.78	54.55	53.01
Bread and other bakery products	44·5	45·3	44·4	99·3	99·3	94·0	44.19	44.98	41.74
Distilled and malt liquors	41·4	42·4	41·5	139·8	140·7	122·4	57.88	59.66	50.80
Tobacco and tobacco products	40·4	40·3	34·6	128·9	128·9	122·4	52.08	51.95	42.35
Rubber products	42·5	41·6	40·7	131·9	130·9	129·7	56.06	54.45	52.79
Leather products	41·2	41·0	38·4	93·4	92·4	87·5	38.48	37.88	33.60
Boots and shoes (except rubber)	40·7	40·7	37·8	89·9	89·0	84·0	36.59	36.22	31.75
Textile products (except clothing)	42·7	41·2	40·5	104·9	104·4	100·0	44.79	43.01	40.50
Cotton yarn and broad woven goods	40·7	38·2	37·8	106·7	105·7	101·4	43.43	40.38	38.33
Woollen goods	44·0	43·4	42·9	99·9	98·8	94·4	43.96	42.88	40.50
Rayon, nylon and silk textiles	45·1	43·7	43·2	106·8	107·9	103·1	48.17	47.15	44.54
Clothing (textile and fur)	39·8	38·7	37·8	92·5	92·1	88·6	36.82	35.64	33.49
Men's clothing	40·0	38·6	36·0	90·3	89·5	85·5	36.12	34.55	30.78
Women's clothing	37·3	36·7	36·5	97·7	97·5	91·9	36.44	35.78	33.54
Knit goods	41·3	39·8	40·6	93·6	93·2	89·1	38.66	37.09	36.17
*Wood products	43·1	43·0	42·3	118·2	117·6	110·6	50.94	50.57	46.78
Saw and planing mills	42·3	42·6	41·7	126·4	125·7	118·4	53.47	53.55	49.37
Furniture	44·4	43·6	43·0	106·0	105·2	99·7	47.06	45.87	42.87
Other wood products	44·4	43·9	44·2	102·0	100·9	93·2	45.29	44.30	41.19
Paper products	45·0	44·7	47·2	142·3	141·8	136·9	64.04	63.38	64.62
Pulp and paper mills	45·7	45·6	48·7	150·5	149·9	146·3	68.78	68.35	71.25
Other paper products	42·9	42·1	42·9	115·7	114·7	105·3	49.64	48.29	45.17
Printing, publishing and allied industries	39·8	39·6	40·6	151·1	150·4	135·2	60.14	59.56	54.89
*Iron and steel products	42·1	41·8	42·2	147·3	146·3	137·0	62.01	61.15	57.81
Agricultural implements	38·1	39·4	38·7	158·5	160·6	153·9	60.39	63.28	59.56
Fabricated and structural steel	43·3	42·0	43·7	156·4	156·7	140·6	67.72	65.81	61.44
Hardware and tools	42·8	41·7	43·0	133·1	131·0	122·4	56.97	54.63	52.63
Heating and cooking appliances	43·6	42·3	40·9	128·8	127·8	120·4	56.16	54.06	49.24
Iron castings	42·9	42·3	43·5	145·3	143·0	134·7	62.33	60.49	58.59
Machinery mfg.	42·8	42·0	44·1	136·8	136·1	129·3	58.55	57.16	57.02
Primary iron and steel	41·3	41·8	40·8	161·5	158·6	150·2	66.70	66.29	61.28
Sheet metal products	42·7	42·0	41·9	141·9	140·5	130·5	60.59	59.01	54.68
*Transportation equipment	41·5	41·4	41·4	148·9	149·6	140·5	61.79	61.93	58.17
Aircraft and parts	45·5	44·7	46·6	149·7	148·7	136·8	68.11	66.47	63.75
Motor vehicles	40·0	41·6	39·3	166·1	166·8	151·3	66.44	69.39	59.46
Motor vehicles parts and accessories	41·1	39·3	41·8	154·4	152·0	143·2	63.46	59.74	59.86
Railroad and rolling stock equipment	39·4	40·0	39·8	141·2	142·1	141·3	55.63	56.84	56.24
Shipbuilding and repairing	42·7	41·5	42·4	138·5	142·0	129·1	59.14	58.93	54.74
*Non-ferrous metal products	41·9	41·3	42·3	149·8	149·4	135·7	62.77	61.70	57.40
Aluminum products	43·6	43·0	41·9	139·5	138·5	123·6	60.82	59.56	51.79
Brass and copper products	43·2	42·3	43·1	137·4	136·0	126·5	59.36	57.53	54.52
Smelting and refining	41·1	40·8	42·2	164·1	163·6	150·5	67.45	66.75	63.51
*Electrical apparatus and supplies	42·1	40·8	41·2	141·6	140·4	132·7	59.61	57.28	54.67
Heavy electrical machinery and equipment	41·4	41·1	41·0	167·3	164·2	152·6	69.26	67.49	62.57
*Non-metallic mineral products	44·1	44·1	44·8	129·6	128·6	121·5	57.15	56.71	54.43
Clay products	44·3	44·5	45·5	122·6	121·7	113·2	54.31	54.16	51.51
Glass and glass products	45·1	44·6	44·8	126·2	124·7	116·2	56.92	55.62	52.06
Products of petroleum and coal	41·5	41·7	41·9	175·1	173·9	163·4	72.67	72.52	68.46
Chemical products	42·0	41·5	42·7	134·0	132·0	123·6	56.28	55.78	52.78
Medicinal and pharmaceutical preparations	41·5	41·1	41·3	108·6	107·6	99·4	45.07	44.22	41.05
Acids, alkalis and salts	41·6	41·3	43·7	153·9	150·0	139·6	64.02	61.95	61.01
Miscellaneous manufacturing industries	41·5	40·7	41·6	104·2	103·7	99·1	43.24	42.21	41.23
Durable goods	42·2	41·8	42·0	141·7	141·2	132·1	59.80	59.02	55.48
Non-durable goods	42·0	41·4	41·8	117·1	116·8	111·2	49.18	48.36	46.48
Construction	43·2	42·9	42·4	133·1	130·2	122·4	57.50	55.86	51.90
Buildings and structures	42·5	42·0	41·6	146·2	143·6	133·8	62.14	60.31	55.66
Highways, bridges and streets	43·3	43·4	43·6	104·4	102·6	97·0	45.21	44.53	42.29
Electric and motor transportation	45·5	46·0	45·9	131·6	131·3	119·7	59.88	60.40	54.94
Service	42·8	42·9	42·5	75·1	72·7	71·0	32.14	31.19	30.18
Hotels and restaurants	43·8	43·9	43·5	74·2	71·4	70·4	32.50	31.34	30.62
Laundries and dry cleaning plants	41·4	41·2	41·0	73·3	71·8	68·6	30.35	29.58	28.13

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Week Preceding:						
October 1, 1951	41·9	121·9	51.08	122·5	117·1	104·6
November 1, 1951	41·8	123·5	51.62	123·8	117·9	105·0
December 1, 1951	41·9	124·5	52.17	125·1	118·1	105·9
January 1, 1952	41·7*	127·1	53.01*	127·1	118·2	107·5
February 1, 1952	41·6	127·1	52.87	126·8	117·6	107·8
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September, 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952(1)	42·1	129·9	54.69	131·1	116·0	113·0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price index into the average weekly earnings index. (Avergae 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38·1 hours, $48.43.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form UIC 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
December 1, 1946	69,390	38,707	108,097	110,465	29,003	139,468
December 1, 1947	35,947	22,325	58,272	82,990	33,584	116,574
December 1, 1948	16,179	15,993	32,172	102,638	37,641	140,279
December 1, 1949	10,400	12,085	22,485	164,345	56,439	220,784
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
December 1, 1951	29,933	9,094	39,027	138,946	69,071	208,017
January 1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952 (1)	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952 (1)	19,544	15,738	35,282	142,708	51,805	194,513

(*) Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

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TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1952[1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From September 30, 1952	Change From November 1, 1951
Agriculture, fishing, trapping	**630**	**206**	**836**	**— 1,327**	**— 289**
Logging	**5,594**	**12**	**5,606**	**+ 1,736**	**— 19,369**
Pulpwood	5,331	5	5,336	+ 1,909	— 16,459
Lumber	206	7	213	— 173	— 2,854
Other logging	57	.....	57	0	— 56
Mining	**594**	**24**	**618**	**— 515**	**— 864**
Coal	221	2	223	— 33	— 336
Metallic ores—					
Iron	92	6	98	— 68	— 26
Gold	86	2	88	— 80	— 330
Nickel	28	.....	28	— 168	— 136
Other metallic ores and non-metallic minerals	71	6	77	— 146	— 50
Prospecting and oil producing	96	8	104	— 20	+ 14
Manufacturing	**5,340**	**4,433**	**9,773**	**— 2,224**	**+ 2,318**
Food and kindred products (inc. tobacco)	640	415	1,055	— 191	+ 224
Textiles, apparel, etc.	478	2,653	3,131	— 1,161	+ 2,100
Lumber and finished lumber products	483	87	570	— 278	— 476
Pulp and paper products (incl. printing)	263	219	482	— 262	— 135
Chemicals and allied products	159	102	261	— 74	+ 31
Petroleum and coal products	25	13	38	+ 5	+ 21
Rubber products	36	23	59	— 9	+ 21
Leather and leather products	156	272	428	— 92	+ 270
Stone, clay and glass products	103	44	147	— 92	+ 43
Iron and steel and products	582	57	639	— 85	— 445
Non-ferrous metals and products	171	98	269	— 196	— 55
Machinery	598	54	652	+ 123	+ 9
Electrical equipment and products	350	184	534	+ 31	+ 287
Transportation equipment and other manufacturing	1,296	212	1,508	+ 57	+ 423
Construction	**3,575**	**66**	**3,641**	**— 3,252**	**— 765**
Transportation and storage	**778**	**125**	**903**	**— 525**	**— 476**
Communications, and other public utilities	**467**	**205**	**672**	**+ 256**	**+ 238**
Trade	**2,683**	**3,813**	**6,496**	**— 505**	**+ 2470**
Wholesale	831	485	1,316	— 365	+ 368
Retail	1,852	3,328	5,180	— 140	+ 2,102
Finance, insurance, real estate	**736**	**655**	**1,391**	**— 207**	**+ 111**
Service	**3,235**	**8,167**	**11,402**	**— 1,904**	**+ 2,276**
Public	1,211	421	1,632	+ 97	— 59
Domestic	117	3,566	3,683	— 437	+ 804
Personal	1,125	3,770	4,895	— 1,219	+ 1,295
Other service	782	410	1,192	— 345	+ 236
All Industries	**23,632**	**17,706**	**41,338**	**— 8,467**	**— 14,350**

(1) Preliminary—subject to revision.
(2) Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT OCTOBER 30, 1952[1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,546	749	2,295	2,843	1,035	3,878
Clerical workers	2,043	3,637	5,680	5,456	13,860	19,316
Sales workers	1,592	2,272	3,864	2,644	6,328	8,972
Personal and domestic service workers	933	6,652	7,585	11,682	9,422	21,104
Seamen	45	1	46	980	9	989
Agriculture and fishing	787	51	838	883	174	1,057
Skilled and semiskilled workers	13,167	3,043	16,210	35,444	9,237	44,681
Food and kindred products (inc. tobacco)	119	107	226	573	491	1,064
Textiles, clothing, etc	244	2,272	2,516	1,376	5,073	6,449
Lumber and wood products	5,486	3	5,489	3,469	47	3,516
Pulp, paper (inc. printing)	47	18	65	623	350	973
Leather and leather products	110	182	292	533	606	1,139
Stone, clay and glass products	19	1	20	149	25	174
Metalworking	1,688	36	1,724	4,673	404	5,077
Electrical	238	66	304	572	294	866
Transportation equipment	53	.....	53	389	116	505
Mining	259	.....	259	429	1	430
Construction	1,962	.....	1,962	8,522	1	8,523
Transportation (except seamen)	1,036	20	1,056	5,460	32	5,492
Communication and public utility	65	.....	65	197	3	200
Trade and service	209	173	382	1,041	805	1,846
Other skilled and semiskilled	1,407	112	1,519	5,132	809	5,941
Foremen	58	5	63	974	141	1,115
Apprentices	167	48	215	1,332	39	1,371
Unskilled workers	3,733	1,687	5,420	39,451	9,193	48,644
Food and tobacco	295	322	617	909	1,918	2,827
Lumber and lumber products	251	25	276	1,928	166	2,094
Metalworking	115	44	159	1,981	314	2,295
Construction	1,015	.....	1,015	5,683	.....	5,683
Other unskilled workers	2,057	1,296	3,353	28,950	6,795	35,745
Total	**23,846**	**18,092**	**41,938**	**99,383**	**49,258**	**148,641**

[1] Preliminary—subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

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TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1952; LIVE APPLICATIONS AT NOVEMBER 27, 1952

—	(1) Vacancies (Source U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Nov. 27, 1952
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**389**	**1,091**	**977**	**37**	**2,182**	**1,789**	**572**	**342**	**22**	**18**	**2,282**	**3,377**
Corner Brook	262	656	854	31	334	150	120	18	.....	.....	351	407
Grand Falls	17	19	13	.....	200	219	3	1	2	.....	307	401
St. John's	110	416	110	6	1,648	1,420	449	323	20	18	1,624	2,569
Prince Edward Island	**483**	**726**	**208**	**298**	**676**	**836**	**605**	**318**	**146**	**22**	**716**	**1,188**
Charlottetown	166	362	165	28	367	514	365	146	110	21	481	769
Summerside	317	364	43	270	309	322	240	172	36	1	235	419
Nova Scotia	**1,446**	**3,969**	**2,253**	**16**	**7,990**	**7,436**	**3,910**	**1,978**	**543**	**314**	**8,225**	**10,297**
Amherst	.....	169	1	.....	198	391	184	162	6	2	319	424
Bridgewater	40	46	36	.....	389	295	46	13	10	2	406	441
Halifax	1,037	2,409	1,885	.....	2,701	2,658	1,877	913	307	22	2,531	2,814
Inverness	3	6	2	.....	216	92	32	4	.....	27	196	246
Kentville	122	203	127	14	394	281	254	131	2	1	407	654
Liverpool	34	34	9	.....	156	158	43	24	2	4	195	234
New Glasgow	50	459	64	1	1,143	1,024	487	351	51	12	1,051	956
Springhill	2	14	2	.....	249	205	13	13	.....	.....	329	432
Sydney	102	404	74	1	1,798	1,250	698	278	95	199	1,578	2,368
Truro	40	114	48	.....	303	453	138	60	9	1	464	604
Yarmouth—Shelburne	16	111	5	.....	443	629	138	29	61	44	749	1,124
New Brunswick	**1,823**	**2,922**	**909**	**327**	**7,474**	**7,084**	**3,262**	**1,870**	**504**	**261**	**8,098**	**10,997**
Bathurst	12	55	13	.....	525	332	69	10	43	42	475	1,005
Campbellton	34	99	43	.....	512	315	92	41	12	3	472	675
Edmundston	187	318	37	.....	185	559	344	206	46	98	300	506
Fredericton	189	213	113	1	387	579	255	128	59	.....	463	599
Minto	42	55	47	.....	458	164	95	43	7	7	264	361
Moncton	549	812	258	113	1,811	2,116	900	342	240	99	2,049	2,756
Newcastle	10	164	17	.....	399	441	203	108	3	1	487	809
Saint John	704	976	339	208	2,128	1,843	1,025	789	86	3	2,395	2,596
St. Stephen	32	113	10	.....	741	411	143	113	4	7	772	1101
Sussex	13	31	3	.....	203	198	40	28	3	1	281	286
Woodstock	51	86	29	5	125	126	96	62	1	.....	140	303
Quebec	**14,720**	**33,998**	**14,087**	**952**	**45,439**	**51,115**	**32,856**	**20,017**	**2,480**	**1,569**	**47,008**	**60,253**
Asbestos	62	219	100	5	352	274	164	121	21	.....	218	272
Beauharnois	8	74	15	3	319	224	83	56	1	1	327	402
Buckingham	17	96	7	1	299	285	115	63	30	10	320	531
Causapscal	97	594	179	67	188	532	467	423	.....	7	180	314

Chandler	26	7	1	2	149	227	160	30	.....	70	223	394
Chicoutimi	420	1,045	651	88	277	654	316	203	9	3	411	642
Dolbeau	79	31	25	.....	97	155	42	29	.....	1	139	279
Drummondville	51	332	40	3	1,339	890	403	251	16	24	1,270	1,316
Farnham	54	52	34	2	203	210	81	69	.....	.....	291	391
Gaspe	52	270	102	75	404	239	167	109	.....	.....	136	303
Granby	65	355	122	7	647	660	413	243	9	1	670	738
Hull	126	352	138	3	1,061	858	421	261	17	24	863	1,305
Joliette	123	395	133	2	527	714	356	217	25	11	843	1,180
Jonquiere	81	260	90	2	595	717	398	166	9	60	634	927
Lachute	11	56	15	.....	420	236	57	35	3	3	466	444
La Malbaie	23	125	100	.....	172	176	29	19	7	.....	237	459
La Tuque	1,368	1,024	1,855	276	233	509	317	235	.....	2	277	358
Levis	112	322	207	14	718	641	219	139	8	41	796	1,066
Maniwaki	1	61	16	10	86	80	41	35	.....	9	75	127
Matane	408	263	167	82	129	195	104	90	3	1	131	274
Megantic	22	207	13	.....	271	346	218	192	2	2	220	565
Mont-Laurier	65	96	28	.....	118	144	103	32	7	1	88	246
Montmagny	35	46	18	.....	293	361	172	24	6	96	305	460
Montreal	7,430	17,136	5,801	22	17,536	21,290	16,601	10,704	1,329	438	18,077	20,535
New Richmond	71	6	2	.....	264	180	77	4	.....	42	176	303
Port Alfred	12	67	10	3	176	193	36	24	.....	3	261	490
Quebec	926	2,061	784	1	5,402	5,430	3,005	1,152	296	44	5,504	6,572
Rimouski	224	2,030	1,116	19	388	894	905	856	2	30	335	827
Riviere du Loup	15	35	14	.....	492	318	55	30	.....	14	523	936
Roberval	114	33	74	.....	91	96	26	22	.....	.....	146	194
Rouyn	128	327	82	.....	532	854	449	208	48	106	544	834
Ste. Agathe	22	132	18	17	134	280	144	74	22	2	232	318
Ste. Anne de Bellevue	17	131	22	.....	196	265	124	110	5	.....	237	329
Ste. Therese	85	288	75	10	288	499	329	251	8	.....	365	433
St. Georges Est	331	641	361	.....	447	922	813	508	6	98	573	838
St. Hyacinthe	390	356	148	136	860	717	469	336	24	4	813	1,031
St. Jean	114	277	115	.....	487	724	385	182	9	5	537	717
St. Jerome	38	149	23	3	368	388	157	107	7	13	387	666
St. Joseph d'Alma	243	240	248	5	523	532	173	138	36	3	559	841
Sept Iles	101	452	129	59	87	341	302	284	15	3	74	116
Shawinigan Falls	55	289	36	1	1,112	1,107	395	188	19	91	1,324	1,920
Sherbrooke	229	1,197	273	15	2,170	2,221	1,215	674	216	17	1,893	2,314
Sorel	247	352	213	9	507	530	375	110	162	12	541	727
Thetford Mines	111	239	114	.....	427	552	243	181	1	9	506	687
Three Rivers	126	446	113	4	2,096	1,665	878	315	51	205	2,200	3,112
Val d'Or	187	244	152	5	416	557	228	151	1	30	498	837
Valleyfield	70	298	80	1	1,056	589	296	188	5	21	993	966
Victoriaville	128	290	28	.....	487	644	330	178	45	12	590	717
Ontario	**15,696**	**41,156**	**12,694**	**425**	**46,240**	**69,366**	**44,096**	**25,019**	**6,290**	**816**	**48,672**	**56,876**
Arnprior	26	126	17	16	48	177	138	114	3	2	83	114
Barrie	222	554	91	20	296	796	610	342	122	1	299	401
Belleville	63	247	59	2	361	469	291	133	44	6	421	496
Bracebridge	89	170	49	4	138	285	203	166	.....	1	202	333
Brampton	55	165	48	9	144	223	142	122	2	1	143	178
Brantford	104	363	91	1	1,458	1,482	410	245	53	34	1,704	1,698
Brockville	20	150	15	.....	121	284	179	127	16	16	154	216
Carleton Place	6	32	4	.....	116	112	40	25	4	.....	143	166
Chatham	190	693	276	.....	447	694	552	268	120	1	523	833
Cobourg	23	318	33	22	100	355	380	268	6	.....	161	262

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1952; LIVE APPLICATIONS AT NOVEMBER 27, 1952

	(1) Vacancies (Source U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	(2) Live Applications at Nov. 27, 1952
Ontario—Concluded												
Collingwood	33	184	11	.....	367	633	224	121	20	43	669	614
Cornwall	44	577	58	.....	760	1,054	617	406	122	8	916	1,152
Fort Erie	28	25	18	.....	318	84	23	18	.....	.....	338	385
Fort Frances	60	95	52	18	74	156	61	43	11	.....	128	238
Fort William	84	464	31	14	688	1,109	488	397	39	31	803	955
Galt	218	429	178	20	351	499	399	265	17	.....	300	294
Gananoque	4	94	11	.....	86	144	100	33	52	.....	108	180
Goderich	101	132	47	3	82	105	120	44	12	.....	91	125
Guelph	120	402	174	.....	432	577	414	233	.....	1	396	419
Hamilton	905	2,869	615	52	4,211	5,793	3,326	1,572	987	40	4,347	4,994
Hawkesbury	29	44	24	.....	379	272	65	24	2	2	436	525
Ingersoll	39	118	41	3	135	200	107	69	8	.....	163	179
Kapuskasing	64	92	56	.....	218	417	118	76	3	4	400	545
Kenora	33	40	26	.....	143	248	43	32	.....	.....	266	423
Kingston	225	782	188	1	560	1,024	1,032	548	80	.....	499	615
Kirkland Lake	81	176	43	3	249	458	216	106	51	14	301	473
Kitchener—Waterloo	221	657	219	.....	404	841	822	495	33	.....	440	609
Leamington	65	92	37	1	167	516	84	44	20	.....	482	477
Lindsay	73	94	47	1	149	177	145	46	18	2	130	290
Listowel	34	24	24	.....	135	85	54	14	.....	2	121	154
London	1,117	2,194	802	.....	1,576	3,351	2,547	1,281	450	11	1,529	1,969
Midland	38	104	14	.....	217	465	128	94	15	15	457	622
Napanee	6	33	9	.....	79	131	35	21	.....	1	124	225
New Toronto	223	1,114	149	21	613	1,272	1,076	833	11	31	620	707
Niagara Falls	129	702	51	.....	529	1,201	709	426	166	1	688	917
North Bay	197	764	79	1	372	1,239	867	549	236	20	470	659
Orillia	32	247	19	1	286	455	306	188	52	.....	291	386
Oshawa	393	905	115	3	1,325	1,764	1,087	754	118	.....	1,255	1,720
Ottawa	1,158	1,976	973	.....	1,903	3,213	2,155	1,087	351	36	1,831	2,005
Owen Sound	66	319	75	.....	402	618	522	203	57	4	413	578
Parry Sound	3	32	.....	.....	63	101	36	22	.....	14	91	173
Pembroke	211	494	112	.....	399	1,184	637	348	114	28	344	529
Perth	35	83	47	2	115	142	71	46	5	2	162	228
Peterborough	68	264	52	5	1,069	975	289	219	.....	3	978	1,294
Picton	12	71	3	.....	26	168	75	44	15	4	120	205
Port Arthur	174	831	75	7	860	1,548	839	752	32	46	959	1,691
Port Colborne	21	94	17	.....	282	233	101	50	17	.....	262	325
Prescott	64	272	27	68	177	352	240	206	3	1	129	209
Renfrew	9	109	12	.....	112	206	105	92	4	3	145	201
St. Catharines	262	825	139	2	890	1,747	1,043	570	127	2	1,209	1,505

St. Thomas	104	196	95	1	288	450	285	99	22	1	467	431
Sarnia	67	314	58	.....	524	585	433	231	32	1	533	667
Sault Ste. Marie	154	506	90	2	454	706	713	439	36	.....	443	571
Simcoe	66	276	184	12	177	386	227	56	22	1	359	425
Sioux-Lookout	16	102	7	11	61	158	100	45	27	.....	83	127
Smiths Falls	22	64	20	.....	106	126	67	53	2	4	126	195
Stratford	47	232	50	.....	289	319	301	134	44	.....	306	364
Sturgeon Falls	12	152	50	.....	559	352	289	80	24	7	559	648
Sudbury	437	607	40	.....	770	1,149	703	397	130	11	871	1,270
Timmins	87	554	49	1	603	855	704	337	88	11	644	901
Toronto	6,389	13,397	6,014	55	12,806	16,530	11,983	6,889	1,622	267	10,812	10,478
Trenton	57	246	54	.....	179	682	335	211	5	7	288	575
Walkerton	18	148	33	1	143	192	184	96	7	8	135	213
Wallaceburg	13	260	10	.....	147	334	315	171	72	.....	196	336
Welland	40	373	65	14	745	874	515	233	67	51	716	796
Weston	359	381	254	23	334	984	444	386	.....	14	299	404
Windsor	246	1,450	184	1	3,268	4,727	1,998	856	429	2	4,390	3,716
Woodstock	85	257	84	4	352	323	229	125	43	.....	201	268
Manitoba	**3,936**	**7,660**	**2,821**	**45**	**7,172**	**12,561**	**7,989**	**3,849**	**1,881**	**116**	**8,871**	**10,409**
Brandon	471	577	246	6	353	882	524	374	52	8	506	576
Dauphin	206	203	65	15	150	428	199	111	32	2	289	377
Flin Flon	117	189	108	.....	123	295	193	90	54	2	134	191
Portage la Prairie	117	252	57	5	205	502	265	157	31	.....	284	392
The Pas	37	63	29	11	45	78	45	26	7	.....	57	77
Winnipeg	2,988	6,376	2,316	8	6,296	10,376	6,763	3,091	1,705	104	7,601	8,796
Saskatchewan	**3,142**	**5,031**	**2,076**	**65**	**2,451**	**6,713**	**5,031**	**2,976**	**887**	**85**	**2,906**	**4,049**
Estevan	48	121	33	.....	41	174	162	96	4	6	66	119
Moose Jaw	498	705	234	28	329	1,023	755	527	68	15	327	484
North Battleford	210	121	112	.....	118	170	149	89	3	.....	153	263
Prince Albert	158	303	54	.....	272	752	372	271	40	.....	415	604
Regina	861	1,778	518	9	561	1,980	1,718	919	480	24	678	763
Saskatoon	504	1,473	396	5	810	1,899	1,367	764	256	23	876	1,150
Swift Current	265	136	191	4	72	206	178	102	4	.....	105	146
Teachers' Office (Prov. of Saskatchewan)	427	9	388	.....	8	3	6	2	.....	.....	9	6
Weyburn	86	135	66	17	70	154	115	80	4	3	74	86
Yorkton	85	250	84	2	170	352	209	126	28	14	203	428
Alberta	**4,845**	**11,203**	**3,323**	**295**	**5,185**	**13,494**	**11,870**	**6,699**	**1,952**	**309**	**5,425**	**7,615**
Blairmore	74	172	100	17	150	112	69	68	1	.....	140	168
Calgary	1,468	3,739	994	12	1,915	4,790	4,322	2,281	767	71	2,040	2,707
Drumheller	79	124	37	17	122	151	148	125	.....	.....	.....	122
Edmonton	1,962	5,664	1,460	68	2,317	6,601	5,940	3,297	1,147	208	2,258	3,205
Edson	123	387	153	41	120	372	330	265	.....	.....	83	143
Lethbridge	603	512	336	5	299	830	491	331	23	27	467	746
Medicine Hat	168	287	110	.....	170	353	331	181	14	.....	181	353
Red Deer	267	236	78	70	83	273	238	150	.....	3	123	144
Yellowknife	101	82	55	65	9	12	1	1	.....	.....	15	27

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1952; LIVE APPLICATIONS AT NOVEMBER 27, 1952

—	(1) Vacancies (Source U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Nov. 27, 1952
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**3,487**	**11,241**	**2,211**	**306**	**25,355**	**27,125**	**13,224**	**7,975**	**1,551**	**239**	**24,410**	**29,452**
Chilliwack	55	301	49	.....	774	719	395	193	71	46	531	937
Courtenay	223	226	85	67	280	439	218	193	12	.....	303	388
Cranbrook	49	103	25	1	88	174	146	96	4	.....	96	191
Dawson Creek	67	160	14	1	19	221	187	186	.....	.....	45	67
Duncan	60	208	32	4	470	392	303	158	6	13	294	303
Kamloops	206	340	78	9	188	476	363	295	.....	.....	175	249
Kelowna	30	92	13	.....	138	228	90	69	5	1	175	727
Nanaimo	71	276	23	5	878	512	305	239	25	12	479	706
Nelson	101	200	50	1	176	391	294	186	13	.....	219	627
New Westminster	92	925	125	2	3,601	3,254	1,043	416	432	73	3,294	4,028
Penticton	6	354	8	.....	104	465	380	334	11	2	147	417
Port Alberni	66	133	26	3	273	294	151	96	5	1	204	317
Prince George	193	1,130	175	6	214	1,412	1,168	1,017	27	1	449	731
Prince Rupert	52	417	34	1	391	979	455	381	.....	.....	607	813
Princeton	6	75	5	4	39	103	87	66	1	.....	38	73
Trail	201	424	43	.....	314	619	498	413	5	.....	256	388
Vancouver	1,510	4,556	1,017	128	15,222	13,856	5,731	2,812	775	74	14,979	15,582
Vernon	44	252	24	16	125	360	226	185	1	10	171	501
Victoria	362	878	325	13	1,969	2,032	1,016	504	158	6	1,849	2,249
Whitehorse	93	191	60	45	92	199	168	136	.....	.....	99	158
Canada	**49,967**	**118,997**	**41,559**	**2,766**	**150,164**	**197,519**	**123,415**	**71,043**	**16,256**	**3,749**	**156,613**	**194,513**
Males	29,576	81,789	23,732	2,648	98,070	140,398	83,519	52,322	9,933	3,489	104,926	142,708
Females	20,391	37,208	17,827	118	52,094	57,121	39,896	18,721	6,323	260	51,687	51,805

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

(1942—1952)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (44 wks)	1,395,514	544,579	1,940,093	584,033	252,678	836,711

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of October, 1952		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland	909	594	23,388	74,340
Prince Edward Island	322	172	8,622	22,589
Nova Scotia	5,100	3,890	107,006	324,273
New Brunswick	3,853	2,366	90,531	276,463
Quebec	25,533	16,578	624,293	1,763,219
Ontario	25,365	15,907	636,800	1,904,843
Manitoba	3,711	1,897	87,874	248,656
Saskatchewan	924	464	23,804	66,480
Alberta	1,886	1,338	51,755	155,956
British Columbia	11,803	7,642	278,921	873,921
Total, Canada, October, 1952	79,406	50,848	1,932,994	5,710,740
Total, Canada, September, 1952	74,309	43,167	1,933,547	5,710,886
Total, Canada, October, 1951	72,267	46,102	1,567,172	3,901,854

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER, BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF OCTOBER, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland	1,880	576	131	252	399	260	262
Male	1,737	545	123	238	372	240	219
Female	143	31	8	14	27	20	43
Prince Edward Island	481	132	41	75	88	47	98
Male	336	98	33	51	63	31	60
Female	145	34	8	24	25	16	38
Nova Scotia	8,583	2,530	1,412	1,436	1,443	662	1,100
Male	7,482	2,292	1,314	1,247	1,214	550	865
Female	1,101	238	98	189	229	112	235
New Brunswick	6,642	1,980	708	1,082	1,213	648	1,011
Male	5,386	1,623	567	898	1,019	540	739
Female	1,256	357	141	184	194	108	272
Quebec	40,352	12,248	4,728	5,768	6,612	3,635	7,361
Male	26,758	8,709	3,282	3,913	4,394	2,293	4,167
Female	13,594	3,539	1,446	1,855	2,218	1,342	3,194
Ontario	42,528	17,158	3,949	5,514	4,973	2,865	8,069
Male	30,665	14,003	2,908	3,757	3,118	1,607	5,272
Female	11,863	3,155	1,041	1,757	1,855	1,258	2,797
Manitoba	5,197	1,641	511	626	725	436	1,258
Male	3,224	1,077	341	350	398	253	805
Female	1,973	564	170	276	327	183	453
Saskatchewan	1,398	399	129	191	210	109	360
Male	849	283	75	104	101	57	229
Female	549	116	54	87	109	52	131
Alberta	4,068	2,071	250	355	458	242	692
Male	3,094	1,757	152	227	273	156	529
Female	974	314	98	128	185	86	163
British Columbia	16,734	5,056	1,645	2,541	2,915	1,587	2,990
Male	12,341	3,958	1,187	1,879	2,119	1,114	2,084
Female	4,393	1,098	458	662	796	473	906
TOTAL	127,863	43,791	13,504	17,840	19,036	10,491	23,201
MALE	91,872	34,345	9,982	12,664	13,071	6,841	14,969
FEMALE	35,991	9,446	3,522	5,176	5,965	3,650	8,232

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,219	980	239	1,083	682	401	406
Prince Edward Island	268	197	71	246	173	73	77
Nova Scotia	5,995	3,727	2,268	6,288	5,362	926	1,375
New Brunswick	3,892	2,303	1,589	3,509	2,783	726	1,115
Quebec	26,569	15,870	10,699	25,283	19,373	5,910	6,928
Ontario	32,512	17,552	14,960	30,203	24,796	5,407	6,156
Manitoba	3,422	2,129	1,293	3,177	2,318	859	535
Saskatchewan	900	631	269	799	501	298	202
Alberta	2,144	1,603	541	1,996	1,397	599	426
British Columbia	11,063	6,341	4,695	10,834	8,024	2,810	2,574
Total Canada, October, 1952	87,957*	51,333	36,624	83,418†	65,409	18,009	19,794
Total Canada, September, 1952	64,703	36,720	27,983	63,062	48,920	14,142	15,255
Total Canada, October, 1951	82,902	53,104	29,798	77,358	61,172	16,186	21,090

* In addition, revised claims received numbered 11,774. † In addition, 11,957 revised claims were disposed of Of these, 855 were special requests not granted, and 1,308 were appeals by claimants. There were 1,601 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of October, 1952	Month of September, 1952	Month of October, 1951
Claims Disallowed	7,725	5,527	6,653
Claimants Disqualified*—			
Not unemployed			
Disqualification—total	2,714	2,048	3,499
6 days or less	1,262	923	
7 days or more	1,452	1,125	
Not capable of and not available for work	1,729	1,761	1,044
Loss of work due to a labour dispute	1,124	903	375
Refused offer of work and neglected opportunity to work	1,329	1,356	859
Discharged for misconduct	633	551	561
Voluntarily left employment without just cause	4,913	4,476	3,880
Failure to fulfill additional conditions imposed upon certain married women	1,116	1,021	1,046
Other reasons†	1,135	1,108	1,218
Total	22,418	18,751	19,135

* Includes 4,409 revised claims, disqualified.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants*
1951—September	3,071,000	2,990,100	80,900
October	3,094,000	3,010,900	83,100
November	3,106,000	3,006,200	99,800
December	3,170,000	3,016,300	153,700
1952—January	3,183,000	2,935,900	247,100†
February	3,195,000	2,876,500	318,500†
March	3,191,000	2,874,600	316,400†
April	3,195,000	2,874,700	320,300†
May	3,086,000	2,867,900	218,100
June	3,089,000	2,945,500	143,500
July	3,108,000	2,985,300	122,700
August	3,147,000	3,034,400	112,600
September	3,169,000	3,067,000	102,000

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
1942	36,435,609.05	7,287,121.81		269,268.74	43,991,999.60	27,752.92		27,752.92	43,964,246.68
1943	57,434,651.43	11,487,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75		716,012.75	114,011,029.93
1944	61,720,785.00	12,344,421.74	1,323.67	3,972,047.14	78,038,577.55	1,721,666.29		1,721,666.29	190,327,941.19
1945	63,728,855.44	12,746,179.30	2,041.02	6,195,926.42	82,673,002.18	4,966,483.51		4,966,483.51	268,034,459.86
1946	62,566,589.66	12,513,778.66	2,303.66	6,116,768.84	81,199,440.82	31,993,240.34		31,993,240.34	317,240,660.34
1947	76,015,030.91	15,203,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,329.18		43,114,329.18	372,878,625.64
1948	83,870,834.47	16,366,400.70	5,322.60	9,560,776.12	109,803,333.89	34,947,020.32		34,947,020.32	447,734,939.21
1949	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,826,752.16		49,826,752.16	529,535,437.38
1950	104,432,415.94	20,094,332.20	17,731.42	14,391,257.71	138,935,737.27	85,006,136.24	818,065.89	85,824,202.13	582,646,972.52
1951	128,744,248.84	27,536,193.16	34,656.50	15,630,847.06	171,945,945.56	83,082,101.75	6,930,439.54	90,012,541.29	664,580,376.79
1952	153,887,858.49	30,815,284.37	33,344.00	19,046,503.98	203,782,990.84	85,559,677.68	4,604,338.52	90,164,016.20	778,199,351.43
April	12,671,440.30	4,125,852.44	3,119.00	1,700,036.07	18,500,447.81	13,699,136.68	768,835.65	14,467,972.33	782,231,826.91
May	12,791,404.23	2,556,897.47	4,503.00	1,777,710.90	17,130,515.60	10,337,140.82	14,080.30	10,351,221.12	789,011,121.39
June	12,738,270.63	2,547,973.94	3,440.82	1,743,039.12	17,032,724.51	6,720,629.89	1,231.85	6,721,861.74	799,321,984.16
July	12,102,340.86	2,420,736.67	3,824.03	1,836,569.53	16,363,471.09	6,288,648.31	839.30cr.	6,287,809.01	809,397,646.24
August	12,637,422.39	2,527,356.65	2,826.18	1,866,614.05	17,034,219.27	6,232,755.55	385.50cr.	6,232,370.05	820,199,495.46
September	12,688,942.12	2,536,678.64	2,281.80	1,839,166.36	17,067,068.92	5,703,681.21	114.70cr.	5,703,566.51	831,562,997.87
October	13,642,632.91	2,729,488.83	5,830.70	1,921,496.05	18,299,448.49	5,700,984.92	16.10	5,701,001.02	844,161,445.34
November	*13,980,533.54	2,796,355.55	2,947.50	1,945,303.58	18,725,140.17	6,428,185.50	1,041.60cr.	6,427,143.90	856,459,441.61
SUB-TOTAL	103,252,986.98	22,241,340.19	28,773.03	14,629,935.66	140,153,035.86	61,111,162.88	781,782.80	61,892,945.68	856,459,441.61
TOTAL	1,030,671,426.19	†209,559,581.32	138,313.52	111,297,083.35	1,351,666,404.38	482,072,336.02	13,134,626.75	495,206,962.77	856,459,441.61

*Stamps $6,831,226.74 Meter $1,888,077.30 Bulk $5,034,571.26 Arm. Serv. $82,626.23 Sp. Force $118,788.24 Reg. Force $25,243.77 Total $13,980,533.54.

†Government refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date $1,828,863.85.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	18·6	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	22·6	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	34·4	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	53·8	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	59·8	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	58·3	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	58·2	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	57·9	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·5
April	58·0	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	58·2	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	59·2	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	60·8	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·3
August	61·5	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	61·0	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	60·9	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	60·4	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	60·2	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	59·7	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	60·3	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	62·4	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	62·7	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	62·7	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	64·1	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	66·2	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	67·2	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	68·5	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	69·3	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	69·3	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	69·7	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	71·1	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	73·8	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	78·3	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	80·4	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	80·6	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	82·6	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	86·1	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	87·4	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	88·3	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	88·9	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	89·7	191·2	250·2	144·8	150·8	214·6	199·9	144·9	223·0
December	89·6	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	90·0	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	89·3	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	87·6	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	87·2	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	85·2	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	85·8	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	86·5	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	86·1	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	85·0	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	83·5	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	83·3	184·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	82·7	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–39=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO DECEMBER 1952

(1949 = 100·0)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	151·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1952

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Nov. 1, 1951	Oct. 1, 1952	Nov. 1, 1952						
St. Johns', Nfld. (1)	103·2	103·0	102·5	101·7	106·6	107·3	102·4	101·4	100·2
Halifax	179·4	174·0	174·7	222·6	127·7	152·5	220·3	186·6	139.6
St. John	185·6	181·6	181·4	223·9	127·8	147·3	227·2	185·9	152·1
Montreal	197·4	189·8	189·6	243·2	151·3	143·0	193·5	201·5	144·2
Toronto	186·5	181·8	181·4	217·1	157·3	176·4	205·1	188·8	147·4
Winnipeg	183·0	177·5	177·2	229·3	134·8	133·3	201·6	197·0	141·1
Saskatoon	187·5	181·5	182·1	235·5	132·3	158·6	216·2	202·5	134·3
Edmonton	182·3	177·0	176·7	234·3	125·3	121·8	215·1	189·6	141·4
Vancouver	192·0	187·3	187·6	235·5	135·6	176·9	218·4	193·9	153·0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Nov. 1949	Nov. 1950	Nov. 1951	Oct. 1952	Nov. 1952	Price Nov. 1952
Beef, Sirloin Steak	lb.	120·7	154·8	250·5	308·0	381·3	318·1	298·2	82·5
Beef, round steak	lb.	125·7	167·9	279·3	342·7	424·7	353·2	330·6	77·6
Beef, blade	lb.	132·7	162·3	297·5	382·0	483·9	374·6	359·6	57·3
Beef, stewing, boneless	lb.	136·7	168·3	335·3	433·8	561·3	440·0	420·0	56·8
Lamb, leg roast	lb.	109·9	152·8	240·5	273·8	332·3	285·1	262·4	75·1
Pork, fresh loin, centre cut	lb.	125·3	143·8	238·0	244·8	279·9	240·1	240·1	64·3
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	254·6	279·1	296·9	265·9	264·3	49·7
Bacon, side, fancy, sliced, rind-off	½ lb.	132·3	142·5	233·9	218·2	235·6	174·0	177·2	32·5
Lard, pure	lb.	151·3	159·6	220·2	255·0	264·8	143·5	152·7	16·6
Shortening, vegetable	lb.	134·7	137·5	222·9	238·3	256·9	207·0	206·3	29·4
Eggs, Grade "A" large, carton	doz.	156·4	181·3	223·6	230·3	256·0	225·9	246·4	77·0
Milk	qt.	111·0	95·4	165·1	174·3	185·3	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	233·3	223·8	253·6	234·1	245·8	67·1
Cheese, plain, mild, ½ lb.	pkg.	174·6	165·4	226·0	226·7	257·3	261·8	261·8	34·7
Bread, plain, white, wrapped, sliced	lb.	106·5	106·3	165·1	177·6	191·8	191·8	191·8	12·5
Flour, all-purpose	lb.	127·3	124·2	221·2	221·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz.	pkg.	101·1	100·0	163·0	170·7	190·0	195·4	195·4	18·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	186·8	184·0	258·6	274·9	266·4	28·1
Peas, 20 oz.	tin	117·5	121·7	147·5	146·6	164·1	172·8	172·8	21·7
Corn, Cream, choice, 20 oz.	tin	128·3	132·7	180·5	171·6	182·9	193·8	193·8	20·9
Onions, cooking	lb.	108·2	126·5	163·3	125·0	153·0	191·8	182·1	9·4
Potatoes, No. I, table	10 lbs.	89·9	149·4	150·5	123·6	190·3	243·6	248·5	56·6
Prunes, pkg.	lb.	115·8	120·2	193·9	219·0	252·9	233·8	233·0	27·4
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	127·8	137·3	176·5	169·8	169·2	25·2
Oranges, California	doz.	132·5	154·3	137·3	153·2	148·9	138·0	142·4	39·0
Jam, Strawberry, 16 oz.	jar	111·3	115·1	146·7	160·9	167·2	158·3	157·1	26·4
Peaches, 15 oz.	tin	101·5	106·1	141·6	143·7	155·3	152·7	152·0	22·5
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	150·8	191·7	204·2	175·8	175·8	11·0
Coffee, medium quality, in bag	lb.	141·6	131·7	208·9	301·1	314·4	308·3	308·6	105·6
Tea, black, ½ lb.	pkg.	145·2	131·6	176·9	182·0	186·5	186·8	186·5	54·4

*Descriptions and units of sale apply to November, 1952, prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	112·2	.....	[a] 68·7	[a] 52·0	67·3	77·1	71·6	[e] 34·5	.....
P.E.I.—									
2—Charlottetown	88·8	79·8	[a] 62·2	[a] 54·6	49·8	64·6	53·5	29·3	44·6
Nova Scotia—									
3—Halifax	92·9	83·3	[a] 58·1	58·4	57·2	64·7	[c] 49·5	35·2	54·2
4—Sydney	88·4	82·0	[a] 65·2	62·1	59·9	64·3	52·8	32·1	51·8
New Brunswick									
5—Moncton	87·5	81·0	59·1	55·1	52·2	66·5	49·9	34·3	50·0
6—Saint John	87·8	82·5	[a] 59·8	60·6	54·8	65·9	49·6	35·3	48·2
Quebec—									
7—Chicoutimi	100·8	97·3	64·4	55·6	54·7	55·8	52·2	33·2	51·0
8—Hull	76·1	75·4	52·2	52·4	45·4	58·8	47·0	27·9	50·9
9—Montreal	92·1	88·1	[a] 54·7	56·4	49·9	62·4	48·2	29·0	55·6
10—Quebec	81·8	79·8	[a] 44·4	45·7	44·4	49·9	40·1	27·7	51·3
11—Sherbrooke	92·5	87·0	61·0	60·8	47·3	59·7	50·2	30·5	47·7
12—Sorel	89·4	83·7	[a] 60·0	51·1	53·8	58·1	47·2	31·6	55·0
13—Three Rivers	93·9	82·8	52·3	49·0	44·1	54·8	46·4	29·6	55·7
Ontario—									
14—Brantford	75·7	72·6	58·2	55·1	49·7	66·2	46·3	33·2	50·4
15—Cornwall	77·3	77·0	51·9	55·3	45·8	60·1	48·1	30·2	50·9
16—Fort William	76·8	75·8	[a] 58·0	[a] 60·6	57·0	64·6	.....	33·5	61·8
17—Hamilton	80·5	77·4	58·1	56·9	50·3	66·5	45·7	33·3	51·5
18—Kirkland Lake	77·8	75·7	54·0	53·7	51·8	65·7	54·7	31·7	57·8
19—London	77·2	75·8	53·0	54·5	50·5	66·2	45·1	32·0	54·0
20—North Bay	74·5	72·7	[a] 53·5	50·4	48·7	65·0	44·3	32·3	51·7
21—Oshawa	75·4	76·0	56·6	55·3	47·8	64·4	42·8	31·7	48·5
22—Ottawa	76·3	73·4	[a] 55·0	55·0	47·4	64·0	45·8	30·5	50·0
23—Sault Ste. Marie	79·4	78·8	[a] 58·2	61·4	52·4	66·1	50·4	31·9	55·2
24—Sudbury	74·4	73·0	[a] 53·7	53·0	46·1	60·3	[d] 53·4	29·2	51·0
25—Toronto	82·8	78·2	57·6	57·1	48·2	66·8	43·1	32·4	47·4
26—Windsor	74·2	71·1	[a] 52·6	57·9	48·9	66·6	[d] 48·3	32·9	55·4
Manitoba—									
27—Winnipeg	77·6	71·1	54·5	52·0	48·2	62·2	[d] 54·7	33·1	52·4
Saskatchewan—									
28—Regina	81·1	76·2	[a] 58·8	60·6	50·4	63·0	52·8	33·8	52·3
29—Saskatoon	71·1	69·4	[a] 53·2	59·1	48·0	60·2	[d] 52·6	34·4	51·0
Alberta—									
30—Calgary	82·2	75·6	66·8	60·5	46·2	65·1	[d] 54·5	34·6	54·7
31—Edmonton	74·5	70·9	[a] 51·8	57·3	50·1	61·6	48·8	35·4	49·9
British Columbia—									
32—Prince Rupert	92·0	87·5	62·5	65·0	.....	71·5	[d] 61·5	39·2	67·0
33—Trail	94·6	88·2	[a] 68·5	70·5	.....	73·8	62·3	37·6	62·0
34—Vancouver	93·0	85·3	65·9	65·4	56·1	75·0	[d] 57·0	37·4	57·9
35—Victoria	96·2	88·0	66·5	65·8	60·6	73·9	56·2	37·0	56·4

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain, white wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·6	12·0	20·7	12·0	63·6	f 93·0	h 32·0	75·0
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·0	11·2	54·7	g 77·4	17·0	68·7
Nova Scotia—									
3—Halifax	70·8	8·1	12·8	18·3	9·8	50·9	g 81·7	20·5	69·9
4—Sydney	70·8	8·4	14·0	19·3	11·2	50·9	g 86·2	22·0	70·8
New Brunswick—									
5—Moncton	66·7	8·0	12·0	18·3	10·5	51·3	g 83·1	20·0	68·4
6—Saint John	69·4	8·0	12·7	18·7	10·3	49·3	85·0	21·0	69·4
Quebec—									
7—Chicoutimi	104·0	8·2	15·2	19·0	11·2	55·7	g 75·8	20·0	64·6
8—Hull	76·0	7·2	12·0	17·3	10·5	47·4	81·2	22·0	63·9
9—Montreal	79·2	7·5	12·0	17·3	9·7	50·8	83·0	20·0	64·1
10—Quebec	76·9	7·2	12·0	18·1	10·0	51·9	81·3	20·0	64·8
11—Sherbrooke	83·0	8·0	12·4	18·4	10·1	50·9	g 84·6	20·0	64·5
12—Sorel	86·7	7·4	12·0	17·7	10·2	47·9	g 76·9	19·0	64·0
13—Three Rivers	.....	7·4	11·3	17·4	10·6	49·8	g 82·6	19·0	63·4
Ontario—									
14—Brantford	73·2	7·6	12·0	17·5	10·2	46·4	76·7	21·0	66·5
15—Cornwall	82·3	7·2	12·0	17·8	10·3	48·5	79·6	17·0	64·6
16—Fort William	.....	7·0	13·3	19·0	11·5	54·4	g 64·6	23·0	66·2
17—Hamilton	75·3	7·8	12·0	17·4	10·4	47·6	80·1	22·0	67·2
18—Kirkland Lake	74·2	8·0	11·3	18·7	11·3	51·0	82·8	25·0	68·8
19—London	77·2	7·5	12·0	17·5	10·5	47·2	g 75·4	21·0	66·7
20—North Bay	78·0	7·9	12·7	19·8	11·8	50·6	g 81·5	22·0	67·8
21—Oshawa	.....	7·8	12·0	17·1	10·2	47·0	78·2	21·0	65·2
22—Ottawa	74·4	7·6	12·0	17·5	10·4	49·0	82·9	21·8	65·6
23—Sault Ste. Marie	82·5	7·8	13·3	18·9	11·2	50·0	78·4	23·0	68·2
24—Sudbury	72·2	8·0	12·7	18·3	10·9	47·9	81·4	23·0	68·2
25—Toronto	74·5	7·6	12·0	17·3	10·0	46·8	g 77·2	22·0	66·6
26—Windsor	72·8	7·7	12·0	17·9	10·7	49·1	g 80·2	22·0	67·4
Manitoba—									
27—Winnipeg	73·7	7·1	14·0	17·8	13·0	t 66·1	g 68·6	20·0	65·7
Saskatchewan—									
28—Regina	73·0	7·2	12·8	18·6	13·0	t 65·0	66·4	20·0	64·9
29—Saskatoon	68·0	7·0	12·0	17·6	13·9	t 63·0	67·3	20·0	66·0
Alberta—									
30—Calgary	80·3	7·2	12·8	18·1	12·4	t 62·0	g 72·8	21·0	67·2
31—Edmonton	70·8	7·1	12·0	17·7	12·2	t 62·2	g 70·4	20·0	68·6
British Columbia—									
32—Prince Rupert	89·5	8·0	15·0	18·9	11·6	t 64·0	g 70·0	31·0	69·1
33—Trail	90·0	7·6	16·0	18·5	12·2	t 65·6	77·3	25·0	67·5
34—Vancouver	74·9	7·2	14·9	17·8	10·4	t 59·8	g 65·6	21·8	69·5
35—Victoria	85·7	7·4	14·9	17·9	10·8	t 59·9	g 72·2	24·0	69·9

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Cheese, plain, processed per ¼ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
St. John's	36·0	34·6	.....	34·6	.....	16·2	50·0 s	34·9	24·0	24·8	45·3
P.E.I.—											
2—Charlottetown	37·0	.....	18·4	31·0	30·4	18·9	22·5	29·8	22·0	22·8	41·4
Nova Scotia—											
3—Halifax	35·2	38·2	18·4	29·0	25·8	16·4	23·0	29·7	22·8	22·3	38·7
4—Sydney	37·0	36·8	17·4	29·6	26·8	17·2	23·1	30·3	22·3	23·4	40·5
New Brunswick—											
5—Moncton	35·1	37·3	18·2	29·5	28·4	16·1	22·2	29·2	22·1	20·3	40·8
6—Saint John	36·2	37·7	18·3	29·5	27·4	16·5	21·6	28·5	22·8	20·5	40·8
Quebec—											
7—Chicoutimi	36·9	.....	18·8	33·7	29·2	18·2	.....	29·4	22·7	20·7	40·8
8—Hull	33·1	.....	16·1	29·8	26·5	14·9	.....	25·6	19·7	18·3	33·9
9—Montreal	34·4	.....	16·7	28·8	27·8	15·8	20·9	24·3	21·3	20·4	37·8
10—Quebec	34·5	.....	17·8	30·0	26·9	15·9	21·7	25·4	21·3	19·3	37·2
11—Sherbrooke	35·3	.....	18·2	30·6	27·1	16·9	21·6	24·5	22·9	20·9	41·1
12—Sorel	32·8	.....	17·2	29·6	27·9	14·9	21·0	25·6	19·8	19·4	40·2
13—Three Rivers	34·3	.....	17·8	28·5	26·6	16·7	23·8	24·9	21·4	20·2	39·3
Ontario—											
14—Brantford	33·5	37·2	17·0	28·4	26·1	16·0	21·1	27·9	19·6	18·4	38·7
15—Cornwall	34·2	37·3	16·2	29·0	28·7	15·4	21·0	25·4	19·6	19·8	34·8
16—Fort William	35·8	38·2	15·5	29·4	27·2	16·4	21·6	28·9	21·2	19·9	40·5
17—Hamilton	34·2	37·5	17·2	29·1	26·0	15·7	21·6	26·7	20·6	19·5	39·0
18—Kirkland Lake	34·6	36·8	18·0	29·8	28·2	18·9	22·9	27·6	22·8	20·4	42·3
19—London	33·8	37·2	18·5	29·1	27·6	16·2	21·2	26·2	20·9	20·3	36·9
20—North Bay	34·6	37·5	18·5	29·7	31·0	.....	24·0	.....	22·5	20·5	38·4
21—Oshawa	34·0	37·8	17·4	27·0	26·7	15·9	21·8	27·2	20·2	18·9	37·5
22—Ottawa	34·4	37·3	17·1	29·6	26·3	15·1	21·9	26·3	21·1	19·1	39·0
23—Sault Ste. Marie	35·4	37·8	18·1	29·4	27·5	16·9	.....	27·3	22·0	19·8	38·1
24—Sudbury	34·0	37·1	17·8	28·8	28·9	16·0	20·8	27·1	21·1	19·1	38·4
25—Toronto	33·4	37·4	17·2	28·3	25·6	15·4	20·8	25·9	20·6	19·1	35·7
26—Windsor	34·7	37·6	17·2	29·2	26·9	15·8	21·5	24·8	20·2	18·9	39·9
Manitoba—											
27—Winnipeg	34·8	39·2	15·1	28·8	25·6	16·0	22·7	29·9	22·6	20·7	41·4
Saskatchewan—											
28—Regina	35·7	39·0	14·0	30·4	25·7	17·7	24·7	32·6	22·0	23·2	42·0
29—Saskatoon	34·9	38·6	12·4	29·0	25·1	17·6	23·6	31·2	22·9	23·6	44·4
Alberta—											
30—Calgary	33·2	39·0	12·2	29·9	26·0	16·2	25·6	32·8	21·6	23·4	40·5
31—Edmonton	34·8	39·7	13·1	30·5	25·9	18·0	24·7	32·6	21·7	23·5	40·5
British Columbia—											
32—Prince Rupert	36·2	38·3	14·1	31·2	28·0	18·6	24·1	33·0	m 20·8	m 21·1	43·8
33—Trail	36·3	38·4	15·6	35·0	27·7	18·2	25·8	33·8	m 20·9	m 23·0	41·4
34—Vancouver	34·6	38·0	15·1	28·0	25·1	16·1	24·7	31·4	m 19·9	m 19·6	36·6
35—Victoria	35·8	37·6	16·5	27·8	24·1	16·2	23·1	30·9	m 19·2	m 19·3	34·2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including

FOODS AND COAL BY CITIES, NOVEMBER, 1952

Bureau of Statistics

Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. John's	33·4	68·5	10·9	32·9	26·4 k	61·6 w	123·0 v	.....	23.04
P.E.I.—									
2—Charlottetown	24·3	48·9	10·0	26·2	28·1 n	51·5	117·2 v	.....	17.00
Nova Scotia—									
3—Halifax	21·3	53·6	8·0	26·4	25·7 n	51·2	112·2 v	.....	19.00
4—Sydney	25·4	55·6	8·3	28·8	26·8 n	51·0	117·9 v	.....	13.35
New Brunswick—									
5—Moncton	21·7	51·1	9·2	26·4	25·1 n	51·1	109·3 v	.....	18.50
6—Saint John	21·2	52·0	8·4	27·4	27·4 n	52·6	113·7 v	.....	19.81
Quebec—									
7—Chicoutimi	18·8	59·8	12·4	28·0	27·8 n	59·5	116·4	27.62	.....
8—Hull	18·8	55·5	10·0	25·4	25·8 n	54·4	109·6	26.50	.....
9—Montreal	15·2	53·2	9·7	29·0	25·1 n	56·0	106·7	27.79	.....
10—Quebec	17·0	50·7	10·4	27·3	25·7 n	56·7	110·1	26.50	.....
11—Sherbrooke	17·3	55·1	9·3	29·0	25·8 n	57·8	110·6	27.00	.....
12—Sorel	16·0	58·6	11·8	26·4	22·9 n	55·3	109·6 v	25.67	.....
13—Three Rivers	18·1	50·9	10·1	27·3	21·0 n	56·2	109·5 v	26.50	.....
Ontario—									
14—Brantford	17·9	60·2	8·4	28·4	24·0 n	54·2	102·4	26.00	.....
15—Cornwall	18·0	57·0	9·0	26·8	24·3 n	55·6	108·6	28.00	.....
16—Fort William	20·4	61·9	9·0	23·8	25·2 n	54·0	103·8	26.32	.....
17—Hamilton	18·5	60·9	8·7	29·0	22·7 n	55·7	104·1	25.44	.....
18—Kirkland Lake	20·0	64·6	11·4	29·0	28·8 n	57·0	99·2	31.62	.....
19—London	18·0	59·4	8·8	27·7	23·2 n	55·1	103·9	26.00	.....
20—North Bay	20·6	66·4	9·0	.....	25·5 n	55·6	116·8	28.50	.....
21—Oshawa	19·3	57·5	8·1	28·0	23·8 n	56·3	102·2	26.50	.....
22—Ottawa	18·4	59·0	10·9	27·1	26·4 n	54·8	104·1	26.50	.....
23—Sault Ste. Marie	19·5	66·8	9·6	29·1	23·8 n	56·5	103·4	25.50	.....
24—Sudbury	19·1	61·4	9·3	25·9	25·1 n	55·0	102·0	27.25	.....
25—Toronto	18·3	58·1	8·0	27·4	24·4 n	54·3	101·0	24.62	.....
26—Windsor	18·0	58·5	8·2	29·0	25·2 n	54·6	104·1	25.75	.....
Manitoba—									
27—Winnipeg	19·7	57·7	9·4	27·0	25·8	52·8	99·6	.....	20.75
Saskatchewan—									
28—Regina	22·4	41·3	9·4	24·8	27·7	53·1	102·5	.....	18.10
29—Saskatoon	22·3	52·4	11·0	26·9	26·8	51·1	98·0	.....	17.50
Alberta—									
30—Calgary	23·7	50·1	9·5	26·8	25·7	53·1	99·2	.....	.....
31—Edmonton	23·2	43·7	11·0	27·3	25·4 n	52·6	101·8	.....	8.30
British Columbia—									
32—Prince Rupert	25·3	64·4	10·2	26·2	26·4 n	54·1	101·2	.....	22.90
33—Trail	25·2	53·6	10·1	26·5	26·4 n	53·8	98·4	.....	19.25
34—Vancouver	20·2	55·1	9·1	24·7	23·9 n	51·9	96·6	.....	20.41
35—Victoria	21·3	58·0	9·5	27·9	24·3	52·2	100·9	.....	21.75

cuts with bone in. (e) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 17·5c per 16 oz. tin. (k) California. (m) 15 oz. tin. (n) Mixed—California and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935–39	1935–39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 (*e*)	June-Aug. 1939	1938	1936 39 =1000	1st quarter 1949–1000
	(*a*)	(*b*)		(*b*)	(*l*)				(*c*)			(*d*)	
1922	120·4	119·7	.....	(*i*)183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	(*i*)172	185	.....	.....	.....	162	125	106·3	(*f*)	.....
1929	121·7	122·5	.....	(*i*)164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	(*i*)140	151	(*q*)	.....	(*k*)	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	(*i*)158	178	108	.....	107·5	138	(*m*) 103	99·9	1029	748
1940	105·6	100·2	100·7	(*i*)184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(*i*)199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	(*n*)125·7	199·1	(*i*)201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	(*n*)128·6	213·5	(*i*)203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	(*n*)139·5	266·7	(*i*)203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	(*n*)159·6	300·3	(*i*)203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	(*n*)171·9	318·9	(*j*)108	(*p*) 99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	(*n*)170·2	336·0	(*j*)111	(*p*) 100	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	(*n*)171·9	356·2	(*j*)114	(*p*) 101	1945	4849	177·7	(*e*)159·1	293	159·3	1669	1066
1951—	184·5	185·6	401·0	(*j*)124	(*p*) 109	(*s*)130·1	5320	207·5	(*e*)166·7	319	171·0	1906	1183
August	188·9	185·5	412·2	(*j*)127	111	131·2	5373	210·6	168·3	319	172·1	.....	.....
September	189·8	186·6	412·6	(*j*)128	.....	133·0	5371	213·3	168·8	321	172·3	2191	1207
October	190·4	187·4	423·3	(*j*)129	.....	135·7	5386	215·5	169·9	322	172·2	.....	.....
November	191·2	188·6	428·2	(*j*)129	113	140·4	5419	216·6	170·8	327	173·4	.....	.....
December	191·1	189·1	432·7	(*j*)130	.....	142·9	5416	217·3	171·0	328	179·5	2303	1237
1952—January	191·5	189·1	440·4	(*j*)132	.....	145·9	5399	217·7	170·5	331	181·6	.....	.....
February	190·8	187·9	444·9	(*o*)100·1	114	148·5	5459	218·5	170·8	329	181·9	.....	.....
March	189·1	188·0	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	188·7	188·7	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	186·7	189·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	187·3	189·6	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	188·0	190·8	464·8	103·8	.....	142·8	5572	224·8	170·9	320	.....	.....	.....
August	187·6	191·1	.....	103·2	122	144·8	5575	225·2	171·3	317	.....	.....	.....
September	186·5(*t*)116·1	190·8	.....	103·0	.....	145·7	.....	.....	171·6	.....	.....	.....	.....
October	185·0(*t*)116·0	190·9	.....	.....	.....	144·9	.....	.....	.....	.....	.....	.....	.....
November	184·8(*t*)116·1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(*a*) First week of month. (*b*) Middle of month. (*c*) Last week of month. (*d*) Quarterly. (*e*) New series 1939 = 100, beginning January 1950. (*f*) Yearly averages are for period from July of preceding year to June of year specified. (*g*) July. (*h*) June. (*i*) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (*j*) Series on June, 1947 base. (*k*) Revised index. (*l*) Annual averages 1926–46 are on base July, 1914 = 100. (*m*) Average June–December. (*n*) Adjusted series. (*o*) New series on January 15, 1952 base. (*p*) Average of quarterly indexes. (*q*) Annual averages 1938–1950 are on base 1938 = 100. (*s*) New series on base 1949 = 100. (*t*) New series on base 1949 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Oct. 1951	Sept. 1952	Oct. 1952
All Commodities	83·4	166·0	124·6	87·4	99·2	211·2	240·2	239·6	222·1	221·0
Classified According to Chief Component Material										
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	202·0	218·6	218·8	204·1	203·9
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	251·3	297·7	294·8	238·6	233·1
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	246·7	295·9	269·0	246·6	245·6
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	258·3	295·5	301·7	292·2	290·8
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	183·6	208·7	215·7	218·2	221·1
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	159·5	180·6	184·8	170·0	168·1
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	164·8	169·8	171·0	173·7	173·4
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	157·8	187·3	190·3	177·2	175·9
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	212·8	237·9	236·3	212·5	209·9
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	211·0	242·4	242·7	228·0	227·7
*General Building Materials	76·2	125·9	112·6	89·1	102·0	249·9	289·8	291·4	288·3	289·4
Residential Building Materials			112·4	89·0	102·3	242·7	286·2	290·8	284·6	284·3
Canadian Farm Products Total			140·8	69·3	92·6	236·7	265·1	259·3	225·5	221·3
Field			137·2	69·3	83·7	191·9	193·4	188·1	181·9	179·7
Animal			144·4	69·2	101·5	281·4	336·9	330·4	269·1	263·0

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1952 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1951-1952†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1952*						
January	15‡	15	5,749‡	5,749	75,220	0·08
February	12	22	12,388	13,048	47,603	0·05
March	17	26	2,895	5,204	65,502	0·07
April	20	35	8,352	12,055	178,605	0·19
May	28	42	14,434	22,973	247,733	0·27
June	27	40	44,704	59,364	708,382	0·77
July	24	47	8,802	55,737	881,318	0·95
August	19	43	6,295	15,018	205,515	0·22
September	16	41	5,308	15,045	203,245	0·22
October	17	38	5,931	13,322	165,009	0·18
November	10	22	2,163	5,084	44,176	0·05
Cumulative totals	205		117,021		2,822,308	0·28
1951						
January	18‡	18	6,255‡	6,255	16,988	0·02
February	16	20	4,760	4,944	20,103	0·02
March	23	29	4,523	4,988	16,960	0·02
April	17	22	3,723	3,950	10,199	0·01
May	32	40	7,250	8,038	35,167	0·04
June	41	53	15,289	15,937	128,510	0·14
July	18	36	7,326	11,249	119,598	0·13
August	26	44	21,305	28,215	226,622	0·25
September	24	35	4,035	10,808	117,480	0·12
October	18	33	5,547	8,665	55,467	0·06
November	12	22	11,221	13,074	38,810	0·04
Cumulative totals	245		91,234		785,904	0·08

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1952 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1952				
MINING—				
Copper refiners, Montreal, P.Q.	1	500	10,000	Commenced July 14; for a union agreement; partial return of workers; unterminated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Rayon factory workers Louiseville, P.Q.	1	400	8,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; unterminated.
Hat and cap factory workers Amherst, N.S.	1	100	50	Commenced September 16; for a union agreement providing for increased wages, reduced hours from 44 to 40 per week, pay for five statutory holidays, twoweeks' vacations with pay and time and one-half for overtime following reference to conciliation board: terminated November 1; plant dismantled; indefinite.
Cotton factory workers, Hamilton, Ont.	2	745	8,700	Commenced October 1; inter-union dispute *re* bargaining agency; work resumed at one establishment by November 17; unterminated.
Clothing factory workers, Quebec, P.Q.	1	65	650	Commenced October 30; for a union agreement providing for increased wages; terminated November 14; negotiations; compromise.
Miscellaneous Wood Products—				
Wood furniture factory workers, Durham, Ont.	1	75	1,500	Commenced July 21; for a union agreement providing for increased wages; union security, two weeks' vacations with pay and pay for seven statutory holidays following reference to conciliation board; unterminated.
Prefabricated housing factory workers, New Glasgow, N.S.	2	140	1,000	Commenced October 27; inter-union dispute *re* bargaining agency, terminated by November 18; return of workers pending reference to Labour Relations Board; in favour of workers.
Metal Products—				
Truck and trailer body factory workers, Weston and Swansea, Ont.	2	290	290	Commenced August 25; for a new agreement providing for increased wages and extension of vacation plan following reference to conciliation board; terminated November 3; negotiations; compromise.
Structural steel factory workers, New Glasgow, N.S.	1	250	125	Commenced October 29; protesting dismissal of a worker; terminated November 1; return of workers pending reference to an umpire; indefinite.
Shipbuilding—				
Machinists, welders, etc., Liverpool, N.S.	1	300	600	Commenced September 15; for increased wages; terminated November 4; return of workers pending reference to a Commissioner; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1952 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1952—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway—				
Bus drivers, Sydney, N.S.	1	32	575	Commenced August 19; for a new agreement providing for increased wages following reference to conciliation board; terminated November 21; conciliation; compromise.
TRADE—				
Steel products warehouse workers, Vancouver, B.C.	1	24	480	Commenced October 1; for a new agreement providing for increased wages following reference to conciliation board; unterminated.
Strikes and Lockouts Commencing During November, 1952				
MINING—				
Coal miners, Thorburn, N.S.	1	236	236	Commenced November 4; dispute *re* allocation of work; terminated November 5; return of workers; in favour of employer.
MANUFACTURING—				
Boots and Shoes (Leather)—				
Shoe factory workers, Grand'Mere, P.Q.	1	200	800	Commenced November 26; for a new agreement providing for increased wages, union shop, check-off, pay for additional statutory holidays, seniority, rest periods, and hospital and accident insurance plans, following reference to arbitration board; unterminated.
Textiles, Clothing, etc.—				
Clothing factory workers, Sorel, P.Q.	1	287	2,870	Commenced November 3; for a union agreement providing for increased wages and against alleged discrimination in dismissal of two workers; terminated November 14; conciliation; compromise.
Woollen cloth factory workers, Renfrew, Ont.	1	165	165	Commenced November 12; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week with same take-home pay and closed shop following reference to conciliation board; terminated November 13; negotiations; compromise.
Clothing and hosiery factory workers, Montreal, P.Q.	2	490	1,960	Commenced November 25; for a new agreement providing for increased wages and other changes following reference to arbitration board; unterminated.
Miscellaneous Wood Products—				
Plywood factory workers, St. Basile de Portneuf, P.Q.	1	81	200	Commenced November 11; dispute over work assignment for one man; terminated November 13; conciliation and return of workers pending reference to arbitration board; indefinite.
Metal Products—				
Foundry and machinery factory workers, Hamilton, Ont.	2	175	150	Commenced November 3; to attend a union meeting; terminated November 3; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1952 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During November, 1952—Concluded				
CONSTRUCTION—				
Buildings and Structures—				
Plumbers, pipefitters and apprentices, Edmonton, Alta.	27	436	5,250	Commenced November 12; for a new agreement providing for increased wages following reference to conciliation and arbitration board; unterminated.
TRANSPORTATION—				
Other Local and Highway—				
Truck mechanics, etc., Vancouver, B.C.	1	18	50	Commenced November 26; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week, pay for all statutory holidays and extension of vacation plan following reference to conciliation board; unterminated.
TRADE—				
Retail store clerks, Bell Island, Nfld.	13	75	525	Commenced November 22; for implementation of award of conciliation board for increased wages in new agreement under negotiations; unterminated.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1952, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by	6	14	....	18	12	24	....	7	2	....	4	....	87
(a) Tools, machinery, cranes, etc	1	1	....	4	1	6	....	....	....	....	....	....	13
(b) Moving vehicles	1	....	....	....	5	5	....	2	1	....	4	....	18
(c) Other objects	4	13	....	14	6	13	....	5	1	....	....	....	56
Caught, In, On or Between, Machinery, Vehicles, Etc	3	3	....	6	4	4	....	4	5	....	1	....	30
Collisions, Derailments, Wrecks, Etc	14	7	8	5	7	13	1	20	8	....	13	....	96
Falls and Slips	5	4	4	5	13	20	1	7	....	....	3	....	62
(a) Falls on same level	3	....	....	....	2	2	....	....	....	....	....	....	7
(b) Falls to different levels	2	4	4	5	11	18	1	7	....	....	3	....	55
Conflagrations, Temperature Extremes and Explosions	1	3	....	8	6	6	....	5	1	....	5	....	35
Inhalation, Absorptions, Asphyxiation, Etc	....	....	....	9	1	1	....	....	....	....	1	....	12
Electric Current	1	1	....	1	5	4	6	1	....	....	1	....	20
Over-exertion and Industrial Diseases	....	2	....	1	6	3	1	4	2	....	....	....	19
Miscellaneous Accidents	....	....	....	....	....	....	....	2	....	....	....	....	2
Total, Third Quarter—1952	30	34	12	53	54	75	9	50	18	....	28	....	363
Total, Third Quarter—1951	40	48	6	48	60	66	12	50	14	....	29	....	373

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1952

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	.....	2	15	2	6	4	.....	.....	30
Logging	.....	.....	1	2	11	7	.....	.....	1	12	.....	34
Fishing and Trapping	.....	.....	1	.....	.....	.....	.....	.....	.....	11	.....	12
Mining and Quarrying	.....	.....	12	1	6	9	2	5	5	13	.....	53
Manufacturing	1	.....	1	3	15	23	1	.....	3	7	.....	54
Construction	3	.....	2	1	23	19	1	3	7	15	1	75
Electricity, Gas, Water Production and Supply	1	.....	1	.....	4	1	1	1	.....	.....	.....	9
Transportation, Storage and Communications	.....	.....	.....	1	16	20	5	1	1	5	1	50
Trade	.....	1	.....	1	3	6	.....	4	2	1	.....	18
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	7	9	7	1	2	2	.....	28
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	5	1	19	9	87	109	19	21	25	66	2	363

CURRENT manpower and labour relations REVIEW

Current Labour Market

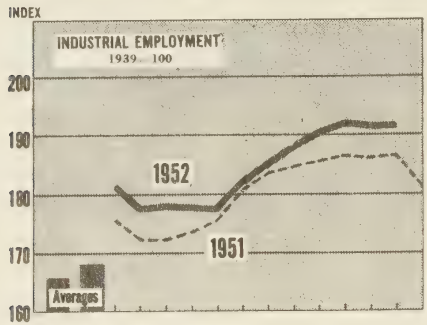
THE overall level of employment in Canada continued its usual seasonal downward movement in January. This decline mainly reflects the usual contraction of employment at this time of the year in such industries as logging, construction, fishing and shipping. It also reflects the usual post-Christmas lull in retailing activity and machinery overhaul and stocktaking which occur in many industrial plants about the beginning of the year. As a result, the number of labour market areas in the labour surplus categories is now reaching its peak. The comparison with last winter is much the same as in December, 1952, economic activity in the urban industrial regions showing greater strength and activity in the smaller rural areas, particularly those in Eastern Canada associated with logging, showing a decline.

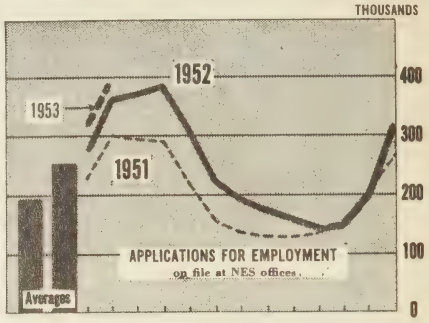
The Monthly Labour Force Survey (see footnote (a), page 176), which provides an overall picture of current manpower utilization patterns, estimates that for the week ending January 24, 1953, there were 5,210,000 persons in the civilian labour force, a decrease of 66,000 from the figure reported for the week ending December 13, 1952. Of this total, 4,533,000 persons were at work for 35 hours or more during the week, a decline of 25,000 from December 13; 321,000 were at work for fewer than 35 hours, a decrease of 138,000; 169,000 had jobs but were not at work, an increase of 42,000; 187,000 were without jobs and seeking work, an increase of 55,000 from the previous month.

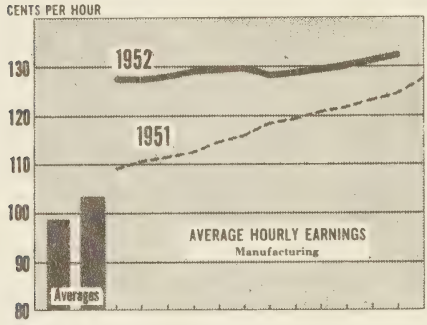
Of the 321,000 persons working fewer than 35 hours during the week, about 198,000 usually work part time. Of the remaining 123,000, 35,000 were on short time, 10,000 were on temporary lay-off part of the week, 32,000 were away because of illness and 14,000 because of bad weather and the remainder, 32,000, were not at work because of vacations, industrial disputes or because they had either lost or found a job during the week.

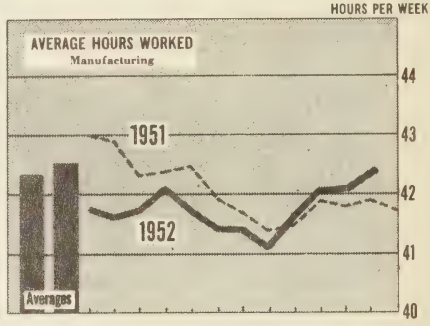
A Labour Gazette Feature by Economics and Research Branch Department of Labour, Ottawa

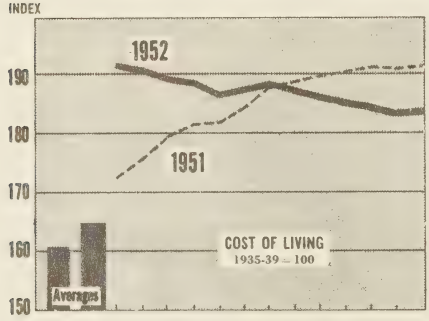
CURRENT LABOUR TRENDS

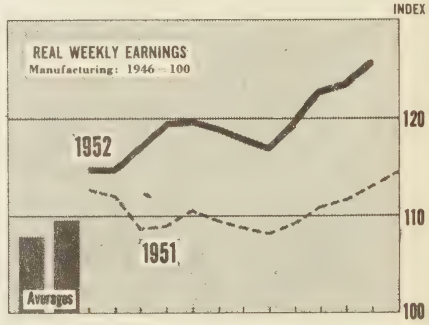


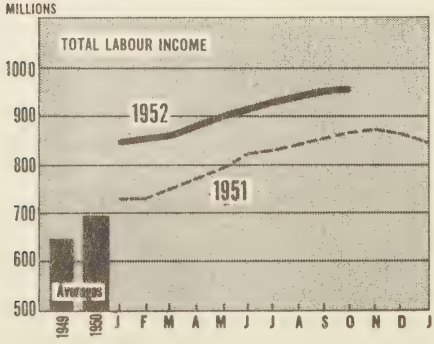


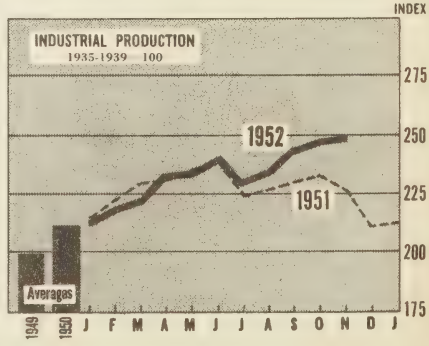












Of the 169,000 persons estimated to be with jobs but not working at all during the survey week, illness (74,000), vacations (18,000) and lay-offs (47,000) were the main reasons for their idleness. Lay-offs in this category were nearly double those of the previous month. Bad weather and industrial disputes were other contributing causes.

It was estimated that 187,000 persons were without jobs and seeking work during the survey week. Another 11,000 persons who worked only part of the week were also actively seeking other work, making a total of 198,000 persons actively seeking work during the week ending January 24. This represents an increase of about 34 per cent from the previous survey week in December.

Supplementary information is available from data on registrations for employment at local NES offices (see footnote (b), page 176). Between December 1, 1952, and January 22, 1953, a period which usually shows the sharpest seasonal decline in economic activity, the number of applications on file rose by about 147,000 for all regions, bringing the total to 384,200 at the later date. The regional pattern at January 22, was much the same as during the previous month, the applications on file in Quebec (122,600) and in the Atlantic Region (53,800) both being significantly higher than at the same date a year ago. On the other hand, applications for jobs in Ontario (94,700) were nearly 12,000 lower than a year earlier, while applications on hand in the Prairie Region (53,000) and in the Pacific (60,100) were only moderately higher.

The year-to-year change in the regional picture indicated above illustrates the shift in the general pattern of economic activity which has developed over the year. Employment levels in the industrialized urban areas, while seasonally low, are much higher than in the winter of 1951-1952. Information available on general economic activity confirms this strong upward movement in industrial activity. The index of industrial production, for example, was about 10 per cent higher during November than a year earlier. This increase is significant for employment since there have been reductions in inventories in many industries during the last few months. Department stores sales in January were more than 15 per cent higher than in January, 1952, indicating a continuation of the generally higher level of economic activity in Canada this winter compared with last year.

On the other hand, the marked reduction of activity in seasonal industries such as logging has adversely affected employment levels in rural areas and has partially offset year-to-year gains in employment in the industrial regions. Logging employment in Eastern Canada is at present at levels 35 per cent lower than last winter. This reflects the industry's concern about both the size of current log inventories and the uncertainty of some markets for finished products.

The lower pulpwood cut has affected employment in two ways – it has reduced the number of jobs available and shortened the duration of employment in the woods. This has created a problem in the eastern provinces, especially the Maritimes, where construction activity during this winter was also at lower levels than last year. The contrast between the various urban-industrial labour market areas and the rural communities is analyzed in the article on local labour market conditions on page 177.

Labour—Management Relations

DURING the early weeks of 1953, as is customary at this time of year, collective bargaining in Canadian industry involved for the most part comparatively small groups of workers. Negotiations appeared to be influenced by the trends of 1952, although the wage increases in many cases were of somewhat smaller dimensions. Bargaining in these smaller establishments was largely being accomplished without interruption to production. In fact, at mid-February, fewer than 800 workers were on strike. Meanwhile, negotiations likely to be significant for 1953 were about to get under way in several major industries.

It is possible at this time to assess briefly the position of the Canadian worker as a result of developments over the past year. Employment levels in general have been high. There have been substantial increases in wages; for example, average weekly earnings in the nine leading industries stood at $56.08 at December 1, 1952, representing a rise in the previous 12 months of seven per cent. Most of the collective agreements received in the Department of Labour during the same period provided for wage increases of 10 to 15 cents an hour or more (see page 218). Since the cost-of-living index was meanwhile showing its first appreciable post-war decline, the higher wage rates were resulting in increased 'real' earnings for the employees concerned. In fact, the index of average real weekly earnings in manufacturing showed almost as big a rise during the year 1952 as it did in all the other post-war years combined. Although no comprehensive current analysis is available, agreements received in the Department reveal an extension in the application of other benefits, such as shorter hours, more liberal vacation and holiday terms, group insurance plans, etc. (see page 221).

Railway Negotiations. Of the approximately 200,000 workers employed on Canada's railways, the so-called 'non-operating' employees comprise the largest of the bargaining groups, numbering 144,000 workers. Unions representing these workers signed new agreements with the railroads in December. In January, a dispute involving 20,000 workers represented by the Brotherhood of Railroad Trainmen was settled three days before the date set for strike action by the union. Final negotiations took place in Ottawa at the request of the Prime Minister. The settlement included a 12-per-cent increase in wages retroactive to April 1, 1952. For yard employees weekly hours are reduced from 48 to 40 beginning October 1, 1953 and a referee is to decide on the accompanying adjustment in wage rates. Both parties have agreed to bargain further on certain outstanding requests for work rule changes.

Other Negotiations. At mid-February, important bargaining was in progress, or about to commence, in a number of industries including coal mining, electrical goods, shipbuilding, and urban transportation.

In Nova Scotia coal mining, a conciliation board had been requested in a dispute between the Dominion Steel and Coal Corporation and District No. 26 of the United Mine Workers of America (CCL) representing approximately 10,000 miners. The union's requests included a $3.26 per

day increase in wages. In Western Canada, negotiations were in progress between District No. 18 of the United Mine Workers, for some 7,000 coal miners, and the Coal Operators' Association.

The United Electrical, Radio and Machine Workers (independent) had opened negotiations with Canadian General Electric covering about 7,000 employees at its Toronto and Peterborough plants. The union was seeking a wage increase and other benefits, and a 40-hour week. Bargaining between this union and the Westinghouse Company at Hamilton will also get under way shortly. A certification vote held recently for employees of the Phillips Electrical Works Limited, Brockville, was won by the International Union of Electrical, Radio and Machine Workers (CIO-CCL).

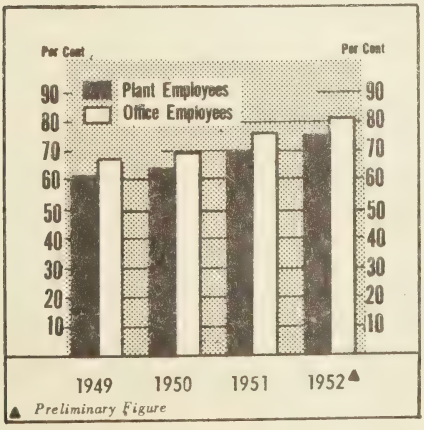
About 1,000 employees were represented in negotiations between the Port Arthur Shipbuilding Company, the Industrial Union of Marine and Shipbuilding Workers (CCL) and four AFL-TLC unions. Higher wage rates, the 40-hour week, and a welfare plan were the main issues.

In Edmonton, agreement was reached between the city and its 450 bus drivers represented by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC). The same union was negotiating with the B. C. Electric Company for more than 3,000 transit workers in Vancouver, New Westminster and Victoria, for a wage increase and other matters. Bargaining between the Montreal Transport Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) was scheduled to begin this month over a proposed wage advance and a 40-hour week for some 5,000 transit workers.

Labour Organization, 1953. Preliminary estimates, based on returns so far received from the 42nd Annual Survey of Labour Organization in Canada place the total trade union membership at 1,185,000 on January 1, 1953, or approximately 40,000 above the figure for the previous year.

Hours of Work. A continuing trend in Canadian manufacturing toward a shorter work week is revealed in preliminary calculations based on returns received from 6,000 establishments as of October, 1952, in the Economics and Research Branch's annual survey of Canadian employers. The percentage of plant employees on a 5-day week at the survey date was 75 as compared with 70 per cent a year earlier; for office employees, it was 81 per cent as compared with 76 per cent in 1951.

Proportion of Employees on a 5-Day Week
Manufacturing Industries



▲ *Preliminary Figure*

Standard Weekly Hours
Manufacturing Industries

	Percentage of Workers		
Plant Employees	1949	1951	1952*
40 and under	25.1	35.8	41.7
Over 40 and under 44	6.5	13.4	11.4
44	16.7	11.5	10.5
45	20.9	16.7	15.9
Over 45 and under 48	3.9	2.3	2.5
48	20.0	14.4	12.4
Over 48	6.9	5.9	5.6
	100.0	100.0	100.0
Office Employees			
Under 37½	16.8	20.9	21.7
37½	29.0	28.5	27.5
Over 37½ and under 40	17.0	17.3	18.6
40	19.1	20.5	22.0
Over 40	18.1	12.8	10.2
	100.0	100.0	100.0

*Preliminary

Current Labour Statistics

(Latest available statistics as of February 14, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Jan. 24	5,210,000	− 1.3	−
Persons with jobs (a)	Jan. 24	5,023,000	− 2.4	−
Persons without jobs & seeking work (a)	Jan. 24	187,000	+41.7	−
Registered for work, NES (b)				
Atlantic	Jan. 22	53,812	+41.3	+33.5
Quebec	Jan. 22	122,605	+27.1	+21.1
Ontario	Jan. 22	94,733	+34.6	−11.0
Prairie	Jan. 22	52,983	+40.8	+15.3
Pacific	Jan. 22	60,110	+31.0	+ 7.6
Total, all regions	Jan. 22	384,243	+33.2	+ 9.8
Ordinary claims for Unemployment Insurance benefit	Jan. 1	265,274	+63.8	+11.0
Amount of benefit payments	December	$10,926,557	+69.8	+57.8
Index of employment (1939=100)	Dec. 1	192.2	+ 0.5	+ 3.0
Immigration	December	7,462	−30.9	−15.4(c)
Industrial Relations				
Strikes and lockouts − days lost	January	31,050	−	−
No. of workers involved	January	2,136	−	−
No. of strikes	January	14	−	−
Earnings and Income				
Average weekly wages and salaries	Dec. 1	$56.08	+ 0.8	+ 7.0
Average hourly earnings (mfg.)	Dec. 1	$1.32	+ 0.9	+ 6.2
Average hours worked per week (mfg.)	Dec. 1	42.4	+ 0.7	+ 1.2
Average weekly earnings (mfg.)	Dec. 1	$56.05	+ 1.6	+ 7.4
Cost-of-living index (av. 1935-39=100)	Jan. 1	184.4	+ 0.1	− 3.7
Consumer price index (av. 1949=100)	Jan. 1	115.7	− 0.1	− 2.1
Real weekly earnings (mfg. av. 1949=100)	Dec. 1	116.1	+ 1.9	+ 9.6
Total labour income $000,000	November	96.1	+ 0.9	+11.1
Industrial Production				
Total (Average 1935=100)	November	248.1	+ 0.1	+10.1
Manufacturing	November	262.4	+ 0.9	+10.3
Durables	November	309.4	− 0.3	+10.7
Non-Durables	November	232.4	+ 2.0	+ 9.9

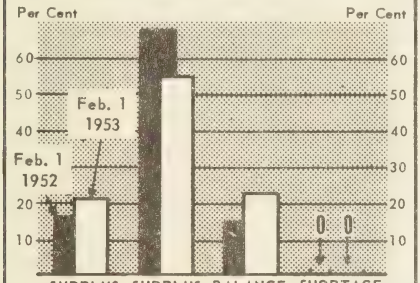
(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Local Labour Market Conditions

The Labour Market—illustrated by the proportion of paid workers within all areas falling in each of the four labour market groups to all paid workers.



DURING January, there was a decrease of 28 in the number of areas in which labour demand and supply were in approximate balance. The number of areas in Group 2 of the labour surplus category increased by 17 and the number in Group 1 by 11. The changes in Group 1 occurred entirely in the Atlantic and Quebec regions. The complete list of the 115 areas covered in the monthly survey is shown in the table on page 178.

At February 1, 1953, there were nine more minor areas in Group 1 of the labour surplus category and nine less in the balanced category than a year earlier. The year-to-year increase in the number of minor areas in the surplus category is, to a large extent, the result of the small log cut in Eastern Canada this year.

Despite the year-to-year decrease in the number of areas in the balanced category, however, the number of paid workers in this category (see bar chart) increased from 15 to 23 per cent of all paid workers. This apparent contradiction is explained by the fact that, during the interval, the Toronto metropolitan area, with more than 500,000 paid workers, moved from Group 2 of the surplus category to the balanced category.

In evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements throughout the year in Canada. Each year, from December to March, labour surpluses develop in a large number of areas. These surpluses decline sharply during the spring and shortages often appear between July and October.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Feb. 1 1953	Feb. 1 1952	Feb. 1 1953	Feb. 1 1952	Feb. 1 1953	Feb. 1 1952	Feb. 1 1953	Feb. 1 1952
Metropolitan	3	3	5	6	2	1	–	–
Major Industrial	7	5	21	20	3	6	–	–
Major Agricultural	5	2	9	11	3	4	–	–
Minor	20	11	25	25	12	21	–	–
Total	35	21	60	62	20	32	–	–

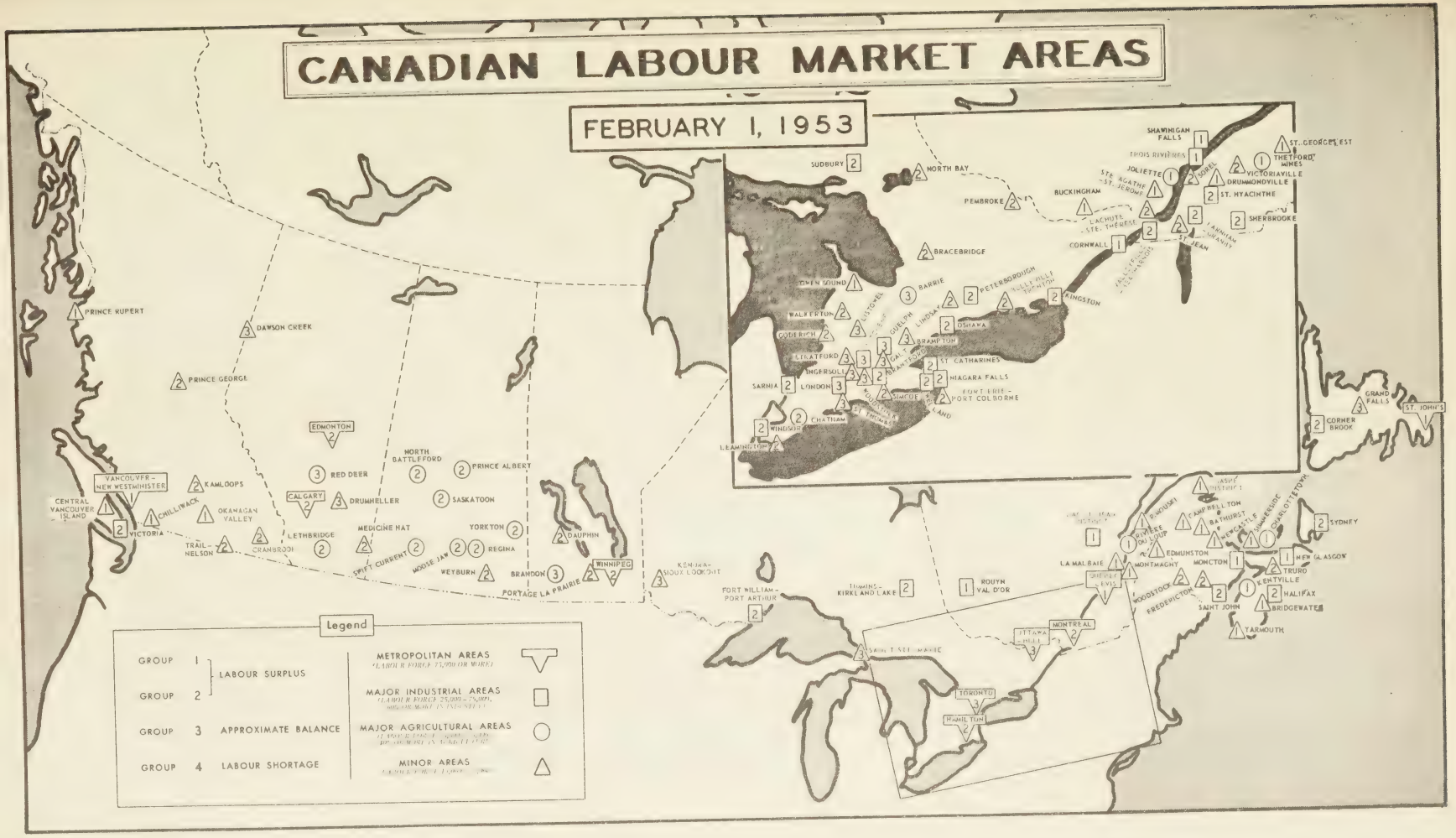
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, FEBRUARY 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Winnipeg	Ottawa – Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural industry)	Cornwall Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Trois Rivières	Brantford Corner Brook Farnham – Granby Fort William – Port Arthur Halifax Kingston Niagara Falls Oshawa Peterborough Saint John Sarnia Sherbrooke St. Catharines St. Hyacinthe Sudbury Sydney Timmins – Kirkland Lake Valleyfield – Beauharnois Victoria Welland Windsor	Guelph Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)	Charlottetown Joliette Kentville Rivière du Loup Thetford Mines	Chatham Lethbridge Moose Jaw North Battleford Prince Albert Regina Saskatoon Swift Current Yorkton	Barrie Brandon Red Deer	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Bridgewater Buckingham Campbellton Central Vancouver Island Chilliwack Drummondville Edmundston Gaspé La Malbaie Montmagny Newcastle Okanagan Valley Owen Sound Prince Rupert Rimouski Ste. Agathe – St. Jérome St. Georges Est Summerside Yarmouth	Belleville – Trenton Bracebridge Cranbrook Dauphin Fort Erie – Port Colborne Fredericton Goderich Kamloops Lachute – Ste. Thérèse Leamington Lindsay Medicine Hat Nelson – Trail North Bay Pembroke Portage la Prairie Prince George Simcoe Sorel St. Jean Truro Victoriaville Walkerton Weyburn Woodstock, N.B.	Brampton Dawson Creek Drumheller Galt Grand Falls Ingersoll Kenora – Sioux Lookout Listowel Sault Ste. Marie Stratford St. Thomas Woodstock, Ont.	

CANADIAN LABOUR MARKET AREAS

FEBRUARY 1, 1953



Legend

GROUP 1	LABOUR SURPLUS	METROPOLITAN AREAS (LABOUR FORCE 75,000 OR MORE)	▽
GROUP 2	LABOUR SURPLUS	MAJOR INDUSTRIAL AREAS (LABOUR FORCE 25,000 – 75,000, MAJOR PART IN INDUSTRY)	□
GROUP 3	APPROXIMATE BALANCE	MAJOR AGRICULTURAL AREAS (LABOUR FORCE 25,000 – 75,000, MAJOR PART IN AGRICULTURE)	○
GROUP 4	LABOUR SHORTAGE	MINOR AREAS (LABOUR FORCE UNDER 25,000)	△

ATLANTIC

Continuing the downward trend of the last quarter of 1952, economic activity in the Atlantic region fell by early February to a level lower than that of the corresponding period last year. The decline was particularly notable in New Brunswick, the only province where non-agricultural employment was lower than a year earlier. Employment in December, 1952, compared with December, 1951, was 40 per cent lower in forestry, six per cent lower in manufacturing, 30 per cent lower in construction and five per cent lower in transportation. Most activities in Nova Scotia showed improvement over this period last year but lumber production for the first seven months of 1952 was only 70 per cent of the 1951 level.

The lower employment level in forestry and the importance of this industry to the region indicate that no appreciable change can be expected in the employment situation before the spring. At the beginning of February, all but one of the twenty labour market areas surveyed had labour surpluses. This compares with 16 surplus areas at the beginning of January and 15 at the beginning of February 1952.

Metropolitan Areas. Job registrations at the NES office in St. John's, Nfld., increased by about 60 per cent during January. Several factors contributed to this sharp increase, the most significant being the reduction of work on local construction sites and slackened activity in outlying areas. In addition, fish canning operations were reduced, timber hauling was delayed by lack of snow, and activity along the St. John's waterfront remained unusually low since newsprint continued to be shipped from the port of Botwood. When this port closes for the winter, however, ships will once again take on their cargo at St. John's. This usually provides employment for about 150 longshoremen.

Major Industrial Areas. By the end of January all six of the areas in this classification were in the labour surplus category. In New Glasgow, job registrations at the NES office increased because of temporary layoffs in woodworking, steel and steel fabricating plants. In Moncton, however, the decline in labour demand was more directly associated with the primary industries. In the four remaining areas, manufacturing employment was unchanged over the month but the non-manufacturing industries were less active. Job opportunities for longshoremen were fewer than in previous years, particularly in Halifax, where it was reported that waterfront activity during January was less than in any comparable period in 25 years.

Major Agricultural and Minor Areas. Logging is the main source of employment in many of these areas during the winter months. The decreased wood cut this season was the principal reason why most of the areas had labour surpluses. Furthermore, sharply reduced exports of pulpwood and pitprops had depressing effects on employment in the smaller shipping centers of northern New Brunswick.

QUEBEC

The increase of employment from last year's low levels in the clothing, leather, and boot and shoe industries continued in 1953 while short time in primary textiles, which had prevailed during most of 1952, largely disappeared. In the heavy manufacturing industries, employment levels have been moving steadily upwards, a trend which is continuing this year. Employment increased by more than 7,000 during 1952 in the transportation equipment industry, which includes aircraft and shipbuilding. During January, however, temporary lay-offs occurred in many manufacturing industries as production schedules were revised, machinery was repaired and industries generally prepared for another year.

As usual, winter weather had reduced many seasonal activities by February 1. Owing to the smaller log cut, this was not offset to the same extent as last year by employment opportunities in woods work. It is the practice for farmers and farmers' sons in Quebec to seek logging employment during the winter and many of these, as well as idle construction workers, truck drivers, longshoremen and others, became available for work during January and early February. All areas in the region reported labour surpluses at the end of the month.

Metropolitan Areas. Hiring was slow in Montreal during most of January but by the end of the month, as workers were rehired in clothing, furniture, food and other industries, employment was increasing. Skilled toolmakers, die setters, machinists and aircraft mechanics were taken on wherever available. In Montreal, however, as in Quebec City, alternative job opportunities were few for workers disemployed in construction, transportation and other seasonal industries. Industrial and commercial building was the main source of construction work and snow removal operations offered fewer jobs than usual for the season. The Montreal area shifted during the month from the balanced to Group 2 of the labour surplus category and Quebec City was once again in Group 1 of the labour surplus category.

Major Industrial Areas. Most industrial areas in the Eastern Townships, where the textile industry predominates, remained in Group 2 of the labour surplus category during the month but two, St. Hyacinthe and Farnham–Granby, recorded a drop in NES applications. The remaining four areas, Lac St. Jean, Rouyn–Val d'Or, Shawinigan Falls and Trois Rivières were in Group 1 of the labour surplus category.

Major Agricultural and Minor Areas. Employment opportunities were few in these areas during January. Some prospecting was under way in Gaspé and Northern Quebec and some workers were retained at the iron-ore development sites at Ungava and Sept Isles; but logging, the main source of employment, offered fewer jobs than usual. All but four of the 15 major agricultural and minor areas fell into Group 1 of the labour surplus category. The remaining four were in Group 2 of this category.

During the winter months there was the usual seasonal reduction in employment in such industries as construction, fishing, food processing, automobile and rubber manufacturing, which are approaching their seasonal troughs. On the other hand, construction employment continued higher than last winter. Employment in most of the manufacturing industries remained fairly stable and above last year's level and, in industries producing defence goods such as aircraft, electronics and radar, it was still expanding.

At February 1, the number of registrations for employment at the NES offices was about 15,000 less than last year's total. The gradual seasonal decline in employment, however, increased the number of areas with a labour surplus from 12 to 25 during the month. At the same time last year, 24 areas representing 77 per cent of wage earners had a labour surplus; the 25 areas in the surplus category this year represent only 42 per cent of all wage earners. Last year, lay-offs in the consumer goods industries created surpluses in the larger industrial centers but this year most surpluses appear to be in seasonally slack industries and in logging centers.

Metropolitan Areas. Employment in the three metropolitan areas declined slightly during January and the early part of February as seasonal reductions in construction and trade continued; but the demand for labour from the manufacturing and service industries enabled Toronto and Ottawa—Hull to continue in the balanced category. Some labour surplus developed in Hamilton by early February following a number of small lay-offs in the iron and steel industry, particularly wire products, and a decline in activity in the construction industry. Machinists, toolmakers, diesetters, and experienced stenographers were still in short supply in Ottawa and Toronto.

Major Industrial Areas. Employment in these areas was generally higher than last year. However, year-end inventory closures and seasonal slackness in the automobile, farm machinery, textile and machine shop industries together with continuing reductions in construction activity during January resulted in a labour surplus in most major industrial areas by the end of the month. Cornwall moved into a higher surplus category as a number of construction tradesmen, sailors and labourers returned to their homes for the winter. Only three of these areas, Guelph, Kitchener and London, had balanced labour markets by the end of January. In Kitchener and London employment was increasing as plants which had closed for holidays and stock-taking at the end of December reopened and as labour requirements in firms with defence contracts continued to increase. Unusually high levels of construction this winter in Guelph and Kitchener produced a strong labour demand in those centers.

Major Agricultural and Minor Areas. Registrations for employment increased in all these areas during January bringing Belleville—Trenton, Goderich, Lindsay, Pembroke, Simcoe and Walkerton into the labour surplus category. Heavy registrations of seamen as well as construction workers moved Owen Sound into a higher surplus group. At the end of January there was some surplus of labour in 12 of the 21 major agricultural and minor areas.

PRAIRIE

Employment by early February, although greater than last year, approached the annual seasonal low point, which in this region is usually reached in the first half of March. Labour surpluses developed in eight additional areas as a result of the post-Christmas lull in retail trade, a further slowdown in construction and the gradual completion of pulp cutting in western Ontario. With these additions there were, at the beginning of February, 16 areas in Group 2 of the labour surplus category and five areas in the balanced category. In contrast to the situation in the Pacific, Quebec and Atlantic regions, there were no areas in Group 1 of the surplus category and the regional ratio of NES job applications to all paid workers was lower than the national total.

The somewhat higher demand for labour in this period of seasonal inactivity is in large part attributable to the profitable farm operations of 1952. Cash returns for the year are expected to exceed the 1951 record, the income from grains more than offsetting a decline in livestock receipts. Moreover, the amount of wheat held on farms at the end of January was one-third greater than it was a year earlier. As more of this wheat is marketed, the income accruing to farmers will provide substantial support to the general level of activity during the remainder of the winter.

Metropolitan and Major Industrial Areas. A further increase of surplus labour in Edmonton and Calgary brought these areas into the Group 2 category. In the three metropolitan areas the heavy lay-offs customary in January took place in retail stores and meat packing firms released the extra workers hired to handle the exceptionally large marketings of livestock in December. Employment in foundries, transportation equipment manufacturing and construction declined but remained above the levels of a year ago. The volume of planned construction in all three metropolitan centers was well ahead of last year's total at this date. Employment in the Winnipeg clothing industry continued to expand.

Pulp cutting employment in the Fort William–Port Arthur area at the end of January amounted to 5,400, almost 50 per cent below the total at the same time in 1952. Logging for the season was largely completed and staffs were gradually being reduced to the number required to bring the winter's cut to the mills. On the other hand, shipbuilding firms and most paper mills were operating at capacity and employment in aircraft manufacturing was gradually increasing.

Major Agricultural and Minor Areas. With outdoor farm work at a virtual standstill, employment in agricultural and minor areas remained unchanged or declined. Work on a number of construction projects was completed during the month or suspended because of the weather. Since alternative employment opportunities in such industries as logging have been less numerous than last winter, seasonal labour surpluses in almost all areas have been greater. In addition, a number of coal mining areas, particularly in Alberta, reported more unemployment and short time. This was attributed to the recent mild weather and the increasing penetration of fuel oil into the market for coal.

PACIFIC

In this region, the last half of 1952 was marked by a reduction in market demand for several important primary products and by an industrial dispute that resulted in the loss of the annual herring harvest. The effects of these developments, in addition to the usual seasonal decline in activity, are revealed in employment statistics for December. Although total industrial employment maintained a margin of three per cent more than the 1951 figure, employment was lower by twenty-three per cent in logging, by forty-three per cent in fish canning and by seven per cent in the iron and steel products industry. In addition, the landed value of the fish catch in the last quarter of the year was $5,330,000, or about one-third less than in the same period of 1951. However, employment reductions in these industries were more than offset by the labour requirements resulting from increased productive capacity in other sectors. The main increases were in construction (41 per cent), mining (11 per cent) and the distributive industries.

Activity during most of January was, as usual, severely restricted by weather conditions. The ten labour market areas covered in the current survey were equally divided between Group 1 and Group 2 of the labour surplus category. There were, however, clear signs of revival at the end of the month. Light snowfall made possible an early resumption of logging and construction workers were being recalled to northern construction projects. By the beginning of February, job applications registered with the NES had declined slightly from the peak of 60,100 reached at January 22.

Metropolitan and Major Industrial Areas. The gradual movement of workers back to Vancouver Island and Kitimat eased the situation in Vancouver–New Westminster but not sufficiently to remove the area from Group 1 of the labour surplus category. Fish canning and reduction plants were closed down and were not expected to re-open for some time. Lumber and shingle mills were still operating with reduced crews while awaiting an upturn in market demand. Little change was noted in shipbuilding, machine shops and foundries but the continuing mild weather and an increase in industrial and residential building stimulated employment in the construction industry.

Victoria remained in Group 2 of the surplus category but conditions improved rapidly at the end of the month and were hampered only by excessive rainfall. Shipbuilding employment continued to expand. There are enough contracts on hand to keep the construction industry fully occupied when work can be resumed in this sector and contractors are already forecasting an early shortage of certain skills.

Minor Areas. Job applications at NES offices in most of these areas reached a peak during the third week of January, declining thereafter as the weather improved. The improvement was most noticeable in the Central Vancouver Island area, where logging was expected to be back to normal by the middle of February. At the other inland points, however, employment levels were expected to rise more slowly, since the spring thaw usually retards lumbering operations until March. The situation in the base metal-mining industry in Nelson–Trail and Cranbrook showed little change since heavy lay-offs were still in effect.

Plant Expansion and Employment

Opportunities in Manufacturing, 1953

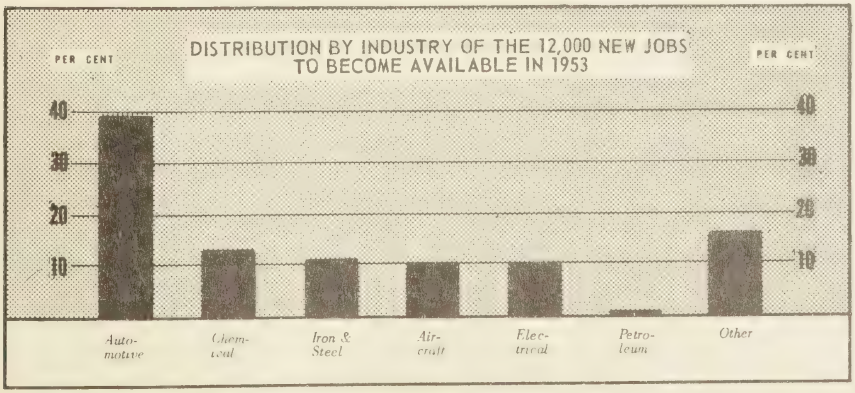
A total of 12,000 workers will be required during 1953 to staff manufacturing plants in the process of being built or expanded at the beginning of the year, according to the findings of a regular survey by the Economics and Research Branch of the Department of Labour on the effects of industrial expansion on employment. This total is higher than comparable figures for either of the preceding years.

Apart from the large 'carryover' of construction which will be completed this year and will provide 12,000 new jobs, additional expansion work begun and completed during the year will undoubtedly create many more jobs. The larger portion of the 30,000 jobs which became available in 1952 was created in this way.

The distribution by industry of the 12,000 jobs, in terms of labour requirements, shows that they follow the pattern set by the 30,000 jobs created in 1952. In terms of the number of workers needed to operate the completed new facilities, expansion continues to be heaviest in the transportation equipment, electrical apparatus, chemical products, some sectors of iron and steel and the petroleum products industries.

The regional pattern of the jobs shows that 70 per cent will become available in Ontario, 17 per cent in Quebec and the remainder, in diminishing proportions, in the Prairie, Pacific and Atlantic regions.

As in 1952, the transportation equipment manufacturing industry still holds the lead in creating new jobs for 1953. The distribution of new jobs within the industry, however, had changed. In 1952, Canada's expanding aircraft industry created a very high proportion of new jobs, whereas the automotive industry to date is the largest contributor of new jobs for 1953. This is largely because the Ford Motor Company is completing a new plant which will employ from 4,000 to 5,000 workers. The bulk of the aircraft expansion program was completed in 1952 but, of the



estimated total of 6,200 new workers so far required by the transportation equipment industry in 1953, new aircraft plant facilities will provide about 1,300 jobs.

The chemical industry is already expected to provide more new jobs through expansion of manufacturing facilities in 1953 than it did in the whole of 1952, a record year. To date, 1,600 new jobs are expected to become available in 1953 compared with the total of 1,400 in the whole of 1952. Expansion of the petro-chemical industry and in the manufacturing of synthetic textiles is responsible for most of the new jobs. Alberta's booming petroleum and natural gas industry has attracted several large chemical firms to the Edmonton area. One $50,000,000 plant, which is expected to be completed in 1953, will employ about 700 workers; another $10,000,000 plant will employ 200. Expansion in the chemical industry is concentrated at Edmonton, Sarnia and Montreal.

Many Canadian petroleum refineries are still expanding capacity on the basis of growing supplies of western crude oil. In the Sarnia area alone, one large modern refinery was completed in 1952, a second refinery will be built in 1953 and a third is being modernized to increase its capacity greatly. By the time Prairie crude oil reaches British Columbia towards the end of 1953, two large Vancouver refineries will have practically completed expansion of their facilities. Because of the industry's low labour content, however, the number of workers required to man new refinery facilities in 1953 will be relatively small, totalling about 150.

As in 1952, expansion in the electrical apparatus industry is expected to provide a large number of new jobs in 1953. It is estimated that more than 1,300 new workers will be required to man new plant facilities during the year. Most of these new jobs will be in the field of electronics and in the manufacture of industrial electrical equipment of various types rather than in the consumer goods sector. About 900 of the new jobs are expected to be in Ontario and the remaining 400 in Quebec.

To sum up, the carryover of new jobs is relatively large compared with previous years. New job opportunities in 1953, however, based on this carryover, will be largely the result of expansion in four manufacturing industries which will account for 77 per cent of the new workers required and will be concentrated in one area, Ontario, which will account for 70 per cent.

Seasonal factors such as climate and demand affect employment levels in a great many Canadian industries. When the industries most affected by seasonal factors are ranked by percentage seasonal variations in employment, the canned and preserved fruits and vegetables industry comes first, followed in order by forestry (chiefly logging), canned and cured fish, construction, water transportation and carbonated beverages and wines. When Canadian industries are ranked by number of employees whose jobs are seasonal, construction comes first, followed by forestry, retail trade, canned and preserved fruits and vegetables, saw and planing mills and water transportation.

Notes of Current Interest

Settlement Reached, Rail Strike Averted

Slightly more than three days before the scheduled start of a strike, settlement was reached in the dispute between the Brotherhood of Railroad Trainmen and Canada's railways.

A top-level meeting between the two parties in Ottawa following their separate talks with Prime Minister St. Laurent, Hon. Milton F. Gregg, Minister of Labour, and Hon. Lionel Chevrier, Minister of Transport, led to the settlement late Thursday evening, January 29. If agreement had not been reached on their demands, the trainmen planned to strike at 6 a.m. Monday, February 2.

The Prime Minister and his two Cabinet members met first with a group of union representatives led by A. J. Kelly, BRT Vice-President, then with company representatives including President Donald Gordon of the Canadian National Railways and W. A. Mather, President of the Canadian Pacific Railway Company. Later the same day the union and management representatives resumed negotiations, eventually reaching agreement.

The terms of the settlement include a 12-per-cent general pay increase for trainmen retroactive to April 1, 1952, and a 40-hour work week for yardmen. The parties agreed to negotiate further on certain rule changes. No escalator clause was included in the terms of settlement. Pay adjustments to accompany the introduction of the yardmen's shorter work week are to be determined by a referee, appointed by the Prime Minister, whose decision is to be binding.

At the close of the final meeting in Ottawa, the Prime Minister said: "A bright page has been written in the history of labour relations in Canada. Collective bargaining is still a good instrument to deal with labour relations in this democracy."

Opening move in the drawn-out dispute came February 1, 1952, when the CPR gave notice to the Brotherhood to begin negotiations for the revision of the contract. The Brotherhood demanded a 35-per-cent pay increase, an escalator clause and a 40-hour week for yardmen with the same take-home pay.

From February 13 to April 17, company and union representatives met. On April 23 the union requested a Conciliation Board in its dispute with the CPR; on May 13, in its dispute with the CNR. The Board concerning the CPR was established May 13, that concerning the CNR, May 23. Both Boards reported on December 31, 1952.*

On January 7 the railways advised the union they were prepared to implement the recommendations of the Conciliation Board and asked the union to set a date for further talks. The following day the union replied it was unable to arrange a meeting because of a general committee meeting of the brotherhood in Montreal.

On January 16 the union asked for a meeting and said it would strike unless settlement was reached by February 2. In the meeting on January 20 company officials confirmed they would implement the majority report while the union stated it would negotiate only on the basis of the minority report.

On January 26 the companies offered to submit the dispute to a federal Government referee but the union refused.

Canada's only nation-wide railway strike occurred in August, 1950. It involved some 125,000 non-operating railway employees and lasted nine days.

Six More U.S. Railroads Agree to Union Shop

Six more major railroads in the Western United States have signed union-shop agreements with non-operating rail unions.

Signing of similar agreements to take effect January 1 by two western lines broke the previously solid front against the union shop presented by western roads (L.G., Jan. p. 19).

G. E. Leighty, President of the Order of Railroad Telegraphers, who was chairman of the negotiating committee, announced that the contracts are "exactly the same" as those signed by eastern carriers.

Included among the larger railroads signing the agreements are the Chicago, Burlington & Quincy; Chicago, Milwaukee, St. Paul & Pacific; the Missouri Pacific; the St. Louis-San Francisco; the Texas & Pacific; and the Wabash.

*Both majority and minority reports are printed in full in this issue, beginning on page 248.

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Base Usefulness on Skill, Not Age, Doctor Urges

The problem of the ageing population will never be solved until a man's usefulness is based on his ability and not his age, according to Dr. F. B. Bowman in an article on retirement in *Saturday Night*, December 6 issue.

Stating that the modern concept of retirement is out-of-date, Dr. Bowman writes that regulations regarding retirement formulated in 1900 when a man could expect to live only to the age of 50 have never been revised since.

Forced retirement at 65 years of age has deprived the United States every year of 1½ million workers who would have earned $4 billion, according to the United States Public Health Service. Neither the United States nor Canada, writes Dr. Bowman, can afford such a waste of manpower.

Studies have shown, states the writer, that absenteeism is lower between the ages of 60 and 75 than between the ages of 20 and 40. Likewise, the average mental acuity at 80 years of age has been shown to be equal to that at 35. There is a difference, but this is compensated for by a wealth of experience and greater steadiness and thoroughness.

Noting that employment discrimination begins at the age of 40, the author recognizes the unwillingness of industry to hire men of that age for the first time because of the type of pension systems that have developed.

Dr. Bowman suggests, among other things, that workers spend part of their leisure time in preparing for future productivity in declining years.

Aged Must Have Chance To Stay on Job: Congress

Opportunity for continued work by able-bodied aged persons who want to work was recommended recently by the United States Congress' Joint Committee on the Economic Report.

After a two-year study of old age and disability pensions in the United States, the Committee reported that the aged group most in need of assistance at present included widows and workers prematurely retired because of disability. At $47 per month for single persons over 65 years of age, $80 for married couples and only $40 for widows, the average pension benefit was still considerably below the subsistence level.

Of the 13 million persons in the United States who are 65 years of age or over, only about four million are working or wives of workers. By 1975, the report estimates there will be 20 million in this age group, with 14 million unemployed. Present aged payments, the report stated, will be too low for the costs of living of the future.

Other recommendations of the Committee were pensions adjusted to current standards of living, contributions by both workers and employers to the public program of pensions and acceptance of private pension plans as supplements to the public program.

Accidents Don't Increase With Age, U.K. Finds

Evidence that general liability to accident does not increase with age was given at the third meeting in Great Britain of the National Advisory Committee on the Employment of Older Men and Women. The Committee, meeting in October, reviewed the medical and psychological aspects of the employment of older persons.

A survey of domestic employment showed that up to age 70 most women continue to run their own homes without help and that it is between the ages of 70 and 74 that physical difficulties first become serious. This fact offered an example of the natural age of retirement in an occupation that had neither a tradition of retirement nor artificial barriers to continuing work.

The Committee, set up in February 1952, is composed of representatives of employers and workers, of research and medical services, of voluntary organizations and of government departments. Its objects are to consider in detail the problems of the employment of older men and women and to co-ordinate the activities of the many interests now working on it.

Bengough, Burt Named to Board Of ICFTU Regional Organization

Percy Bengough, President of the Trades and Labour Congress of Canada, and George Burt, a Vice-President of the Canadian Congress of Labour, were elected members of the executive board of the Inter-American Regional Organization of Workers (ORIT) at its second convention in Rio de Janeiro, Brazil, December 12 to 17, 1952. The organization is part of the International Confederation of Free Trade Unions.

Retirement Ages May be Extended—N.Y. Times

Retirement ages may be extended because of a tight labour market, the need to retain skilled workers and the influence of the cost of living on pensions, according to a recent article in the *New York Times* by J. E. McMahon.

The usual retirement age in most pension plans of 65 years for men and 60 for women has been eased in some cases to 67 and 68 for men and 65 for women.

The costs of pension plans, the physical condition of workers, the kind of business and the tendency to longer life expectancies for pensioners are seen by the correspondent as important considerations in the question of deferring retirements. The increasing desire of employees to continue working is also a factor in the problem of setting retirement ages.

Agitation for early retirement, based on poor business conditions and low employment, determined the working period in many older industrial pension plans, Mr. McMahon points out. At the present time, however, entirely different employment and working conditions prevail. The present high level of business activity and employment is providing reasons for more careful consideration of deferring retirements beyond the normal retirement age, he concludes.

"Housing Goal Should be 125,000 Units a Year"

"Construction of from 100,000 to 125,000 dwelling units a year should be considered a normal minimum national target by all parties concerned," said P. G. Wilmut, President of the Canadian Construction Association, at the Association's recent convention in Montreal. The way should be made easier for people to build homes, he added.

Greater credit opportunities would enable more people to invest in housing and would reduce the pressure for subsidized accommodation, he said.

About 75,000 new houses were built in Canada in 1952, he noted, more than had been expected. There were 85,000 built in 1951 and 91,000 in the peak year of 1950.

Hon. H. R. Winters, federal Minister of Resources and Development, said at the convention that he expects a greater number of new houses will be started in 1953 than in the previous year. The only limiting factor, he said, is the lack of municipal services such as water, sewers, police and fire protection and educational facilities.

A past president of the Association, Robert Drummond, noted that it was easier to obtain a $2,000 loan for the purchase of a new automobile than it was to obtain the same amount of loan for a home. Workers in low income brackets, he maintained, are being forced into subsidized multiple housing.

J. N. Flood, Vice-President of the organization, said that cheaper interest rates and a relaxation of the down payment amount on new houses must be brought about. The National Housing Act was not realistic, he said, and should be amended.

"Price levels of future construction," said Mr. Flood, "must be maintained at the present rates and this can only be effected by the introduction of new building techniques and an increase in productivity. We don't contemplate, however, that the maintenance of present price levels will involve any reduction in wage levels."

November Housing Starts Double Those a Year Ago

Starts on the construction of new dwelling units in November were more than double the number for November 1951, the Dominion Bureau of Statistics has announced. Housing starts have climbed sharply since last June.

Starts in the January-November period in 1952 were nearly 20 per cent higher than in the same 11 months of 1951.

For the fourth successive month, completions were moderately higher in November. Because of declines earlier in the year, however, the 11-month total of completions was 12 per cent lower than in the previous year.

13 Per Cent Higher

The number of new dwelling units in various stages of construction was 13 per cent higher at the end of November than at the same time 12 months earlier.

Starts in November totalled 7,664 units, compared with 3,798 in the corresponding month of 1951. The January-November total was 79,514, compared with a total for the same period in 1951 of 66,362.

Completions in November numbered 9,716 units, compared with 8,842 a year earlier. In the first 11 months of 1952, completions totalled 66,011, compared with 74,811 in the January-November period of 1951.

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U.S. Housing Starts Exceed Million in 1952

A total of 1,131,300 new permanent non-farm dwelling units was started during 1952, of which 1,074,300 were privately owned, according to preliminary estimates of the United States Labour Department's Bureau of Labour Statistics. This marks the fourth consecutive year that housing starts nationally have exceeded the million mark.

The 1952 estimate represents an increase of 40,000 units, or 4 per cent, above the 1951 total, and was exceeded only by the 1,396,000-unit starts record established in 1950.

The 1952 housing volume was influenced partly by a gradual easing of restrictions on the use of building materials and the relaxation of mortgage-credit controls. Private housing alone accounted for the higher level of housebuilding in 1952—increasing by 54,200 units, or 5 per cent over 1951.

Hamilton Builds Largest Public Housing Project

Canada's largest federal-provincial public housing project, providing 496 dwelling units, is under way in Hamilton, Ont.

Rents are $58 per month for a one-storey, two-bedroom house; $62 to $65 for three bedrooms, depending on the type of house; and $67 for four bedrooms. Three-bedroom houses are the most common. Some are brick and some frame, with varied exteriors. The construction of the houses is let to private contractors.

Average Cost $9,500

A local housing authority, which is screening applicants according to housing need and income, will administer the project. The average cost of the houses is about $9,500, excluding purchase of land, which is another $400 per lot.

The project comes under Section 35 of the National Housing Act. The Regent Park development in Toronto is larger with 1,062 units planned; but this is a slum-clearance program aimed at replacing undesirable housing units with new ones and comes under Section 12 of the NHA. In this project the largest share of the capital is supplied by the city.

Recover Full Cost

Under the Hamilton project the full cost of construction will be recovered in rents and full city taxes will be paid. Capital is supplied by the federal, provincial and city governments, the only aid being the provision of government money at a low interest rate.

Income limits for families moving into the houses have been fixed at $2,964 minimum and $4,824 maximum or not less than four and more than six times the rent.

The largest rent subsidy housing project in the country is in Saint John, N.B., where some 200 units are under construction. Another is the Little Mountain project in Vancouver. In both of these, rents are based on family income and subsidies may go as high as half the amount that would be required for full recovery of cost.

Labour Income Reaches New High in October

Canadian labour income reached another record high in October. It totalled $952 million, compared with $944 million in the preceding month and $866 million in October 1951.

The cumulative total for the first 10 months of 1952 was $8,964,000,000; for the same period in 1951 it was $8,004,000,000.

All major industrial groups showed increases, both in October and in the first 10 months of the year.

Four-Fifths of Canadians Earn Less than $3,000

More than four-fifths of Canada's 4,085,151 wage earners reported earnings of less than $3,000 a year in the 1951 census, the Bureau of Statistics has reported.

Eighty per cent of males and 96 per cent of females were in that category for the census year ended before June 2, 1951. Forty-three per cent of males and 83 per cent of females earned less than $2,000 and 16 per cent of males and 39 per cent of females earned under $1,000.

Male Wage Earners

Some 653,400 out of 3,011,322 male wage earners earned between $2,000 and $2,499; 477,610 between $1,500 and $1,999; 448,145 between $2,500 and $2,999; 344,463 between $1,000 and $1,499; 248,356 between $500 and $999; and 225,081 under $500.

Among the 1,073,829 female wage earners, 257,189 earned between $1,000 and $1,499; 227,346 earned less than $500; 213,182 between $1,500 and 1,999; 194,784 between $500 and $999; 97,489 between $2,000 and $2,499; and 27,989 between $2,500 and $2,999.

UIC Annual Report Now Available

The 11th annual report of the Unemployment Insurance Commission, covering the fiscal year ended March 31, 1952, has now been published and is available for distribution. Cost per copy is 25 cents.

Under their respective sections, the report gives a detailed account of operations of the Employment Service and of the Unemployment Insurance Branch.

For copies of the report, apply to The Queen's Printer, Ottawa.

Extracts from Hansard of Interest to Labour

Proposed Amendment to Income Tax Act

January 12

Mr. Stanley Knowles (Winnipeg North Centre) moved:

That, in the opinion of this house, the Government should give consideration to the advisability of introducing legislation amending the Income Tax Act so as to remove the four per cent limitation from the section which makes provision for the deductibility of medical expenses for income tax purposes.

He said: Mr. Speaker, as everyone knows, there was in the former Income War Tax Act, and there is in the present Income Tax Act, a provision respecting the deductibility of medical expenses for income tax purposes. This has been in effect since 1943. However, that provision is limited by at least three main conditions. In the first place, those medical expenses which can be deducted are only those expenses defined as such in the Income Tax Act. That definition was quite narrow at first. It has been broadened a bit from time to time but it is still, in the view of many of us, altogether too narrow. At any rate, that is one of the limitations upon the right to deduct medical expenses from one's taxable income before computing income tax.

A second condition which is attached to this provision is what is known as a ceiling. In other words, right from the start there has been an upper limit as to the gross or aggregate amount that any taxpayer can claim as a deduction for income tax purposes. That amount has been changed on two or three occasions. Indeed, a year ago the ceiling was raised so that it now is $1,500 for a taxpayer who is on a single basis and $2,000 for a taxpayer who is on a married basis, plus $500 per dependent up to a limit of four dependents, or a limit of $2,000 for one's dependents. That is the second limitation on this provision, namely, the ceiling, the present terms of which I have just indicated.

I said a moment ago that some of us are not satisfied with the narrowness of the definition of medical expenses. We feel that it should be much wider, and I want to make it perfectly clear that, although I believe that the definition should be broadened to include other drugs than those now covered, to include spectacles, hearing aids and other such items, nevertheless that request is not contained in the motion now before the House, for the simple reason that it is wise to make one request of this kind at a time.

With respect to the second condition, namely, that of a ceiling on the amount that can be charged, I support the principle of there being a ceiling. Prior to the change that was made last year I felt that the ceiling was not high enough, particularly in view of the increases that had taken place in the cost of medical care, but so far as I can see the figures that are set out now as a ceiling are more or less satisfactory. Therefore I am not asking for any change in that part of this provision.

I come now to the third of the conditions or limitations which is attached to the provision for deducting medical expenses. The third provision is what is sometimes referred to as a floor or, in other words, a stipulation that there can be deducted from taxable income only that portion of medical expenses which is in excess of four per cent of net income. When this provision was first written into the Income War Tax Act by Mr. Ilsley in 1943 that figure was five per cent. In 1944 the figure was reduced to four per cent. The story of that reduction is very interesting for, as I have pointed out on previous occasions, the budget resolutions of 1944 did not forecast any such reduction of the five per cent figure. There was, however, considerable clamour on the floor of the House for the wiping out of that floor or reducing it, and in response to the debate that took place on that occasion, Mr. Ilsley came back later in the same session and reduced the floor to four per cent. However, there it has remained ever since 1944.

As hon. members know, the 4-per-cent floor relates to one's net income, not just to one's taxable income. Thus, if a person is on an annual salary of $4,000 a year and is a married man, although his statutory

exemption is $2,000—which means that he pays his income tax on only the other $2,000—nevertheless, when it comes to computing his income tax and to ascertaining whether his medical expenses are of any help to him, he can enter on the income tax form only that portion of his medical expenses in excess of four per cent of the total of his income—namely, four per cent of $4,000. In that case the first $160 does not count. It is only the portion of medical expenses above $160 in that example that can be allowed as a deduction for income tax purposes.

Now, Mr. Speaker, the whole point of this resolution which is before the House relates to one point and to one point only, namely that 4-per-cent floor. It asks that the 4-per-cent floor be wiped out and that consideration be given to the necessary legislation to make it possible for taxpayers to deduct their medical expenses right from the first dollar up to the limits that are set out in the Act. It is well known to all members of the House and well known to the people of Canada generally that that right—the right to deduct for income tax purposes right from the first dollar up to the limits specified—is accorded to donations to churches and charitable organizations. All we are asking for in this motion is that the same privilege, the same right that is accorded to contributions that are made voluntarily, be accorded to those medical expenses which are met by taxpayers involuntarily or in other words because of necessity.

I am satisfied that there is wide support for this principle, for this request that medical expenses be put on the same basis as charitable donations, and that the 4-per-cent floor be wiped out. In support of my contention that there is wide agreement with the request I am making, I remind the House that last year on March 26, 1952, this House passed unanimously a motion in my name which was similar to the one now before the House. I point out that the wording of last year's motion was slightly different from the wording of this year's motion and may I say immediately what the reason for the change is. The reason is that last year the then Parliamentary Assistant to the Minister of Finance, who is now the Minister of Fisheries (Mr. Sinclair), in my view misinterpreted my motion in that he thought it was asking for something more than just the removal of the 4-per-cent floor. He thought that I was asking for a complete removal of the ceiling as well. I have reworded the motion this year to make it clear that it is not asking for the removal of the ceiling. I would like to see the definition of medical expenses broadened but this motion just asks for one change, namely the removal of the 4-per-cent floor.

Last year, once it was made clear on the floor of the House that was all that was intended in the terms of my motion, the then Parliamentary Assistant to the Minister of Finance said in the name of the Minister of Finance (Mr. Abbott) that the motion was acceptable. As a result of that indication of acceptance by the Parliamentary Assistant to the Minister of Finance, the motion received support in all sections of the House. Members on the opposition side were all in favour of it and a number of members on the government side, who on previous occasions were not so vocal, indicated their support last year by speaking to my motion . . . As a result of that support in every part of the House, the debate was a rather short one and it ended by the motion being carried unanimously by this House of Commons . . .

I think it was quite proper for the press of this country, Liberal press as well as opposition press, to assume as it did from the passing of that motion on March 26, 1952, that one of the changes which could be anticipated in the budget that was brought down on April 8 would be the elimination of that 4-per-cent floor. As everyone knows, when we got that budget on April 8 there was no change whatsoever in the floor. The Minister, on the other hand, did make a change in one other aspect of the legislation, a change which did not concern many of us too much—a change in the ceiling; but he insisted that the floor had to stand. . .

Well, I do not know what is going to happen to my motion today but I certainly hope . . . action will be taken on it in this year's budget and that the 4-per-cent floor will be wiped out so that taxpayers will be allowed to deduct their medical expenses right from the first dollar in the same way as applies in the case of donations to charity. . .

Hon. Douglas Abbott (Minister of Finance): Mr. Speaker, as my hon. friend from Winnipeg North Centre (Mr. Knowles) has pointed out, this motion is in substantially the same terms as the motion he presented to the House last year and which, as he has indicated, was passed by the House, and without any objection on my part.

I was not able to be present at the debate, but my then parliamentary assistant did discuss the matter and did indicate that the government had no objection to the passing of the motion.

Mr. Macdonnell (Greenwood): Would you have made objection if you had been present?

Mr. Abbott: No, I would not, because I gave my parliamentary assistant instructions that I did not oppose the motion, and my reason for not opposing it was based upon the terms of the motion itself.

The motion offered at that time was in most respects exactly the same as that now before the House, namely—

That, in the opinion of this house, the Government should give consideration to the advisability of introducing legislation amending the Income Tax Act so as to remove the four per cent limitation from the section which makes provision for the deductibility of medical expenses for income tax purposes.

Now, in the light of subsequent events, I think I was wrong in taking the course I did take, in indicating to my parliamentary assistant that there should be no objection to the passing of the motion. I did it because I felt that it would be wrong and illogical for a minister of finance, at the time budget matters were under consideration, to refuse to give consideration to any proposal.

Every day I am receiving proposals from taxpayers as to how tax laws should be amended; and on that occasion I felt that, in the terms of the resolution as framed, it should be allowed to pass. I must confess that, in my innocence, I did not realize that it would be represented to the country as being the unanimous opinion of the House of Commons that this should be done.

We know how these resolutions are passed. I was not in the House that day, and I do not know what the attendance was, but I assume it was perhaps average—or, perhaps even less than average, because it was a private members' day. In any case it was passed without objection from the Government. But because in its terms it is, I think, clearly a resolution which relates to the imposition of a tax, then as we know, under our constitution proposals of that kind can be introduced only by a member of the Government on recommendation of His Excellency.

Now, my hon. friend has said that this was not put before Parliament as a direction to the Minister. Well, I certainly think he is right in that; but he and his supporters have done their best to persuade the people of Canada that it was a direction.

It is all right to pass resolutions couched in these terms, relating to budget matters, if it is understood that they do indicate what they say, in the terms indicated, namely that the Government should give consideration to certain matters. But the ultimate responsibility as to the fairness and the desirability of making these budget changes must rest with the Government. . .

I should like to take a few moments to indicate the philosophy behind the provision for a floor. In common with a good many other people in this country, and in the House, I have spent money during the last 25 years in raising a family. Unfortunately they are getting pretty close to a grown-up stage; but in the course of those years I have had to spend varying amounts in each year for dental care, for check-ups, for childhood diseases and so on. . . We have in each year paid out money in varying amounts. Perhaps sometimes it would be a few hundred dollars, and sometimes somewhat less than that—for these periodical check-ups, general child care and the like.

I see no reason in the world why I, or anybody else, should be in a position to deduct those normal expenses—and I prefer to use the word "normal" rather than "average". I see no reason why I should be permitted to deduct those normal expenses from my income before calculating my income tax, any more than I should be entitled to deduct expenditures for clothing necessary to keep the children warm, or food necessary to keep them alive.

I think it is unsound, in principle, that normal living expenses of the individual should be paid out of income after tax.

That is the basis upon which the floor has been established. It may be, as I say, that the floor is too high. Perhaps it should be less than four per cent. It started out at five per cent, and it has been lowered to four per cent. I am quite prepared to look at that question again. I am quite prepared to look at the question of whether there should be a floor at all.

However, I have endeavoured to indicate why I believe it is essentially fair that there should be some floor. Because one of the jobs that any minister of finance has to do is to try to spread the tax burden, which amounts now to something like four billions. He must try to spread the tax burden as fairly and equitably as possible among all taxpayers. If one taxpayer gets a concession or a deduction, then some other taxpayer must provide those moneys.

My hon. friend does not quarrel with the ceiling; he has never quarrelled with that. There may be a question as to whether the ceiling should be raised. I have a perfectly open mind as to that, and it is a matter of opinion. But quite obviously, both in my view and in his, there should be a ceiling.

Otherwise the benefits of a deduction of this kind would be quite disproportionate as between those in the lower and others in the higher income tax brackets.

The question as to the definition and the eligibility of various expenses which would qualify for deductions is constantly under review. From time to time we have made additions in respect of the classifications of drugs and other expenses which can be claimed as deductions.

Those, then, are the principles upon which these deductions can be claimed. As I say, I have always felt that to be fair as between the different taxpayers in the country there should be some minimum below which a claim cannot be made for deduction of these expenses.

Then there is an added reason—and perhaps this is not an entirely compelling one: I refer to that of administration. I am informed that it would be extremely difficult — virtually impossible — to check claims for medical deductions if every claim, no matter how small, were eligible as a tax deduction. The case may not be completely analogous but I think there is considerable parallel between the type of insurance which some of us take out having a $20 or $40 deductible provision. We decide that we will insure ourselves for minor losses in connection with our car or other insurable property and thereby get a much cheaper rate for the greater expenses.

The philosophy behind this actually is that it is quite within the capacity of the ordinary individual to pay the normal expenses incurred for medical care or attention, but when those exceed what can be considered as a normal amount then, and then only, should there be special relief. That is the principle which lies behind the law as it stands now.

I am not going to take a great deal more time discussing the principles underlying this law. The cost of granting blanket exemption of four per cent, as suggested by the hon. gentleman, would be quite heavy. I am told that if everyone claimed the 4-per-cent deduction, that is to say, four per cent on income as indicated under the Act, the cost would be something over $100 million. The estimate of some $40 million which was given last year would mean that a lot of people would not claim at all for medical expenses or would be substantially below the four per cent. In any case the cost undoubtedly would be substantial. It certainly can be argued that more equitable and widespread tax relief can be afforded in other ways.

At this time of the year budget matters are under consideration. I doubt if many new points could be brought up in connection with this matter.

. . . I intend to again give this question of deductions for medical expenses the most serious consideration, as I did last year. . . In that consideration I shall again carry out the wish expressed by the House in the resolution last year and which is again voiced in the resolution we are now discussing, that the Government should give consideration to the advisability of removing—I am shortening it up—this floor.

Unfortunately I am unable to be here this evening. With the assurance which I have just given, that the matter will be considered again this year, I think perhaps it might be appropriate if I were to move the adjournment of the debate.

Fair Employment Practices

January 13

Hon. Milton F. Gregg (Minister of Labour) moved for leave to introduce Bill No. 100 to prevent discrimination in regard to employment and membership in trade unions by reason of race, national origin, colour or religion.

Motion agreed to and bill read the first time.

Voluntary Revocable Check-off

January 13

Mr. Stanley Knowles (Winnipeg North Centre) moved the second reading of Bill No. 2, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

As I have indicated on previous occasions when this bill has been before the House, it is a measure which asks for a legislative enactment to provide the very minimum of what is known as union security. There are a number of ways in which union security can be provided, and I want to say that for my part I would like to see something even more effective and more useful than what is asked for in this bill. But at least this is a minimum form of union security, and it is already in effect in the labour codes of a number of provinces in this country. I have reminded the House on previous occasions of the fact that all parties in this House have, on various occasions, expressed their support of the principle of union security . . .

Now, Mr. Speaker, the provision in the bill is quite simple. It specifies that where a union is certified under the provisions of the Industrial Relations and Disputes Investigation Act, that union may request

the check-off. If it does it means that the company is required to deduct from the pay of employees their trade union dues, and pay them over to the union, but only in the cases of those individual employees who indicate in writing that it is their desire that it be done. In addition to that provision, it is stipulated that after any person has directed that his dues be checked off in that way he can, at a later date, revoke that decision if he wishes to do so. In other words, that is the reason for the way in which this provision is defined, namely as the voluntary revocable check-off.

As I have already said, this is only a minimum way in which to guarantee union security, but at least it is a beginning. I have pointed out on previous occasions that this matter has been requested year by year by the major labour congresses in their representations to the Government. I have no doubt but that it will be included in the representations they will make to the Government again this year. I point out also that this is a provision in many of the provincial labour codes.

The only active opposition to this provision, so far as the federal law is concerned, of which we have been aware in recent years has been the occasional mimeographed circular distributed to the members of this house by the Railway Association of Canada. This Association is, of course, an association of the employers, and that association from time to time has objected to this bill. The objection has been largely on the ground that it would involve considerable bookkeeping. It has been pointed out in this House, not only by myself but by the Member for Spadina (Mr. Croll) and others who have supported this measure, that that is really a rather specious argument, particularly in view of the fact that employers make a great many other deductions at the request of their employees.

Well, to me it is significant that no such protest against this bill has been received as yet this year from the Railway Association of Canada. I dare to think that the reason no such protest has come is because of the ruling of the board that dealt recently with the railway dispute between the railway companies and their non-operating employees. Hon. members will recall that that board was headed by Mr. Justice R. L. Kellock, and the other two members were Mr. Paul S. Smith, appointed by the employers, and Mr. David Lewis, appointed by the employees. Majority and minority reports were presented.* In other words, there were many points on which there was disagreement between Mr. Justice Kellock and Mr. Smith, on the one hand, and Mr. Lewis on the other. However, at least this question of the check-off was one upon which they were agreed. Mr. Lewis, in his minority report, pointed out that he would like to see an even greater measure of union security for railway employees than just the check-off, but at least he was glad to join with Mr. Justice Kellock and Mr. Smith in recommending that the check-off, so far as railway employees are concerned, be instituted. . .

I understand that on the basis of that report the check-off will shortly be in effect so far as railway employees are concerned. There is some question as to whether it will be on the basis of the Rand formula. At least what we are asking for in this bill is being accepted now by the railway companies of Canada, and in this case by their non-operating employees.

I submit, Mr. Speaker, that since this group of employees constitutes perhaps the largest number of employees who come under federal labour jurisdiction, there is now no reason at all why there should be any reluctance or any resistance on the part of the Government to writing this measure into the federal labour code. The wording of the section that would be added by the terms of my bill is, in fact, the wording that was drawn in the Department of Labour. The story behind that, briefly, is that in 1948 when the industrial relations committee was dealing with the federal code it was moved by the hon. member for Spadina, as a member of that committee, that the check-off provision be written into the labour code at that time. His motion carried, although it was on a very close division. After his motion carried, although it did not have the support of Mr. Mitchell, then Minister of Labour, the Minister had one of his officials come back the next day and suggest that if this provision were to be written into the code perhaps it would be well to have it written in language that the legal advisers of the Department of Labour thought most appropriate.

The hon. member for Spadina accepted the language drafted by the legal officers of the Department of Labour, and it is that language which forms the main part of the bill now before us. . .

Mr. A. F. Macdonald (Edmonton East): . . . In 1951 I said that I believed in the check-off that was negotiated, not one that was legislated. No one knows better than do trade unionists and management that

*See L.G., Jan., p. 55.

there must be good will in every document that is executed and signed by both parties. At that time, of one union for which I had a great deal of respect, I said that when they again opened their contract for negotiations with management, they would be able to negotiate the kind of check-off that would be acceptable to the people embraced by that agreement, both at the management level and at the employee level. I do not like to take this occasion in the House of Commons to say that at that time I was right, as has been proven by the fact that just recently 17 major railway organizations were able to meet management around the bargaining table like gentlemen, to discuss their problems, to find ways and means of settling their differences, to include a check-off which goes far beyond the kind of innocuous check-off that is suggested in the bill before us, then to sign an agreement for a stipulated period of time and to work under that agreement with good will.

Now that it has been proven to the Hon. Member for Winnipeg North Centre (Mr. Knowles) that matters of this kind can be negotiated, I am surprised that he should still pursue this question and persists in endeavouring to persuade the members in this chamber to support an innocuous kind of check-off that is not nearly as good as that which trade unionists and management have been able to agree on in recent months. In other words, if this provision is written into the Industrial Relations and Disputes Investigation Act, it would not only be a floor but a ceiling, and it certainly is not as good as what the unionists themselves and management have been able to agree on. . .

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, on several occasions I have voiced my views on the principle of this bill. In fact this is the fourth time that a bill to amend the Industrial Relations and Disputes Investigation Act has been presented for this purpose. I should like to make a few remarks tonight which I did not have the opportunity to develop at any length in the past.

At the outset I wish to assure my hon. friend that I have nothing against the check-off of union dues, in itself, or against any stronger measures of union security. On the contrary, I fully approve the principle of those measures. If there is anything within my control that I can do to increase the number of contracts in industry containing provisions for union security or the check-off of union dues I shall never hesitate to do it.

May I say to the Hon. Member for Winnipeg North Centre (Mr. Knowles) that I think the criterion which should guide this chamber in deciding whether this bill is desirable should be this. Is the underlying principle of this bill consistent with the basic principles of the Act it intends to amend? From the arguments which have been advanced in support of the passing of this bill I am inclined to believe that this important aspect of the question has not been examined as it ought to have been and that no convincing case has been made to justify the change which it advocates in the statute at this time.

The Industrial Relations and Disputes Investigation Act embodies basic principles which should not be altered without reasonable cause or without applying the same measure of caution which was applied in the drafting and passing of that Act. Those principles are freedom of association, certification of bargaining units, free collective bargaining on all matters subject to agreement between employers and employees, and compulsory compliance by both parties with the machinery set up for the settlement of all disputes.

Union security provisions, including any measure of check-off of union dues, have hitherto been considered as matters for collective bargaining. It is true as some hon. members have said, more particularly in this debate the sponsor of the bill, that in six provinces the labour relations acts include provisions for the voluntary revocable check-off. But in discussing the bill no one has given any indication as to what procedure was followed, whether management was consulted and had agreed or what was the situation as far as the check-off was concerned, in the provinces where such provisions were included in the labour acts.

Four important provinces, Manitoba, New Brunswick, Ontario and Quebec—the last two being the most highly industrialized provinces—have not yet deemed it to be in the best interests of good labour-management relations to enact such a provision. In the attitude which these provinces have taken, to stand by the principle of free collective bargaining, they are in complete accord with the federal Act. They still believe that the time has not yet come to introduce any compulsory feature in the field of collective bargaining, that if they did this without previous consultation and a certain measure of agreement with and by both parties in industry they would be setting a precedent of unilateral if not arbitrary statutory action

which might become dangerous in the future, in that it could be invoked by some other government for legislative action which might not be in the best interests of trade unions and of labour-management relations in this country. Once a legislative body has determined by statute and made compulsory a provision which is normally dealt with by collective bargaining it opens the door for more and more intrusions of the same kind by the state in a field which ought to belong exclusively to labour-management negotiations. . .

The principle of free collective bargaining is the cornerstone of the federal labour relations act. That should not be altered, any more than any other major provision in the Act, without consultation with and at least a certain measure of agreement by both parties who will be affected by the change. That was the purpose of the then Minister of Labour, the late Hon. Humphrey Mitchell, when he submitted the initial draft of his legislation to the national bodies of management and labour.

On the one hand there was the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the dominion legislative council of railway transportation brotherhoods and the Canadian and Catholic Confederation of Labour, representing labour. On the other hand there was the Canadian Manufacturers Association, the Canadian Chamber of Commerce, the Railway Association of Canada and the Canadian Construction Association, on the management side. The measure of agreement on the major provisions of the Act which was then obtained from both sides was indeed gratifying. This consensus of opinion gave the assurance that the legislation was initiated on solid ground and should not be altered in its major provisions without determining and following the best possible procedure which would tend to safeguard the prerogatives of all concerned.

The initial draft of the labour act was submitted to and approved in its broad principles by the provincial ministers of labour. There was no necessity to do this, but the late Humphrey Mitchell showed wisdom in availing himself of the opportunity provided by a conference which was taking place with his colleagues in the provinces on other matters to seek their views and secure their agreement on the main features of the bill which was then being considered. This consultation has paved the way for the inclusion of Section 62, which tends to promote as much uniformity of legislation as possible between the two levels of government and to make possible the administration of any provincial act by the federal Department of Labour if any province so desires.

These consultations with the provinces, management and labour organizations brought out valuable suggestions which contributed to the improvement of the initial draft of the bill. A second draft was prepared which was introduced here during the session of 1947, and was referred to the standing committee on industrial relations. It received serious consideration. The organizations which I have already mentioned were invited to appear before the committee. They did so and submitted their considered views on the proposed legislation. The bill was redrafted and reintroduced in 1948, thoroughly examined by the committee, and finally adopted and brought into effect on September 1, 1948.

The administration of this statute has given good results so far. It would be unfair and unwise, I submit, to amend an important feature of such legislation without seeking that measure of previous consultation and concurrence with all parties concerned, and not only a few of them. The Department of Labour is not and must not become identified with the interests of one of the parties in industry to the exclusion and seemingly against the will of the other. The Minister and his officials have always striven to uphold and safeguard their position as mediator between the two parties, and in their legitimate effort to hold that balance they must be inspired and assisted by legislation and regulations which have been enacted in the same spirit of impartiality as between management and labour.

If Parliament were to enact the bill sponsored by the Hon. Member for Winnipeg North Centre (Mr. Knowles), what stand could it take if and when management organizations would attempt to obtain, by legislative action, provisions which might react against organized labour as has occurred in other countries? I should like, if I may, to cite here a few words of the late Humphrey Mitchell, which may be found in *Hansard* for 1947 at page 4231. He said:

> —may I say that we have received representations for the inclusion of measures severely curtailing union activities; from others have come suggestions which would involve, under certain conditions, the compulsory application of the principle of union security in collective agreements and the adoption of other innovations.
>
> We have not given effect in this legislation to such representations, since it is not the desire of the government to place impediments in the way of free collective

bargaining between employers and their organized workers, or to legislate conditions or terms of employment that properly lie in the field of collective bargaining.

In the same speech on June 17, 1947, the late Mr. Mitchell had this to say:

Human nature cannot be corrected by a law, and in the final analysis the major consideration in improving human relations between employers and employees is the simple matter of trying to see each other's point of view and developing mutual understanding.

. . . I refer to the debate which took place on the bill to put an end to the railway dispute which had resulted in a nation-wide strike in 1950. On August 30 the leader of the CCF (Mr. Coldwell) said that the House must try to "ensure that free collective bargaining and social justice will remain fundamental parts of our Canadian way of life". The Hon. Member for Vancouver East (Mr. MacInnis) had this to say as found at page 39 of *Hansard* of the same date:

Nevertheless the workers are fearful—and I believe they have every reason to be—that if this bill passes employers will take it as a precedent and that whenever workers make demands there will be no further bargaining in good faith because employers will expect the government to make the same provision for them.

My good friend and practically my deskmate in the house, the Hon. Member for Spadina (Mr. Croll), had this to say as found at page 39 of *Hansard* of that year:

Yet this bill could be construed as saying to the trade unions that in such and such circumstances you are no longer free to exercise your rights.

Further on he said:

Neither today's government nor today's opposition in this house can undertake to say what the effect of passing this bill will be, though we say it is confined to a particular strike in 1950. There it is for all of us to see in the future. We ask ourselves the question, will it not be extended in the future by administrations less friendly to labour than our own.

As a matter of fact the Hon. Member for Spadina made a very thought-provoking speech on that occasion, and I should like to quote more of what he said. Further on he had this to say:

I believe it would be nothing short of a national calamity if we were to substitute something else for the collective bargaining process . . . Compulsion can force the parties to submit to a given procedure. It may even force them to accept unwillingly certain results. But I think this house knows very well that forced obedience generates resistance and hostility. Far from being a cure, it is a source of further conflict and it multiplies strife instead of preventing it. Compulsion never removes the cause of the strife.

Mr. Deputy Speaker: As it is six o'clock, the hour for private and public bills has expired.

Pensions for Disabled Persons

January 14

Mr. Daniel McIvor (Fort William) moved:

That, in the opinion of this house, the government should consider the advisability of co-operating with the provincial governments for the purpose of providing pensions, equal to old age pensions, for all those who are incapacitated and unable to earn their living, regardless of age.

He said: . . . I have received a great many letters which I am not going to read, because hon. members know the need just as well as I do. I have received long articles and a great deal of information from the Trades and Labour Council of Fort William, as well as from others. I congratulate the Government of Ontario upon going along the line of social security which we on this side of the House are following. We commend them heartily for passing legislation granting pensions to those who are incapacitated. Not only that, but I know there are cases where the help has really come from the province of Ontario and therefore, from one province at least, we shall receive wholehearted support on this question.

I might divide these cases into three classes. The first class of those who are incapacitated might be those who are not able to work and earn a livelihood like the ordinary individual, but who can get around by means of a wheelchair. The second class would be those who cannot get around in a wheelchair or by any other means but who, when placed at a desk or a table, can use their hands, their speech or their head to earn something. They cannot earn a great deal because there is a limit to the amount of goods which they produce that friends and other individuals can purchase. The third class, Mr. Speaker, with which I am most concerned, are those who can neither get around nor earn a dollar. To me those individuals need to be fed and clothed; they need to have medical attention and nurses. They are just like newborn babies, the most helpless things in the world. I say, therefore, that the Government of Canada should certainly take care of these people. . .

You have all seen the wheelchair brigade. We would not like to be there, and because we are not there we should be willing to help them. These people are more needy than old age pensioners; they are more needy than many of the blind, and more in need of help than those who get relief through unemployment insurance. I have wholeheartedly suported all these things in the House, but I will not support any other social security measure until there is provision made for these people. I include health insurance in that, for which I worked so hard for two years on the committee. This measure is needed more than health insurance for Canada. Some people think that these are the forgotten people, but they are not. The Minister of Labour (Mr. Gregg) last year informed me that there was a committee of the Department of Labour, National Health and National Defence, who are working with representatives in the different provinces to find a way of taking care of these people as well as the incapacitated veterans.

I realize that if the measure is adopted it will mean more taxes. I expect even the members of the opposition, who think we are so highly taxed, to support this resolution because I believe they are human and they recognize the need of these people. I would just interject here that Canadians pay lower taxes than the people of the United States, Great Britain, New Zealand or Australia. When I visit some of these people I realize that one cannot help them merely by giving them something of one's own. It is a job for the Dominion of Canada. . .

Mr. W. G. Blair (Lanark): . . . The resolution, as introduced by the hon. member today, is extremely broad, but the intention of it is to provide people who are disabled and unable to earn their own living with a pension. The phrase used in the resolution is:

> —who are incapacitated and unable to earn their living, regardless of age.

This phrase is open to some criticism, but I am going to regard the resolution as favouring the principle of providing pensions to people who are unable to earn their own livelihood or who cannot be rehabilitated. These people are classed as totally and permanently disabled. Under these conditions, I am going to favour the resolution, and I think that the introduction of legislation along these lines will be a real advance and extension of our social security. It would fill a very serious gap. . .

Mr. William Bryce (Selkirk): Mr. Speaker, I want to support this resolution . . .

. . . Then the question always comes up: Can we afford it? This Government and previous Governments have always found the money for anything worth while. I do not think there will be any trouble about that. If you explain to the people what a tax is for, if it is something legitimate and really needed you will have their support. So we would have no trouble getting taxes to pay for it.

The resolution deals to some extent with the federal and provincial Governments. I hope that there will be no passing of the buck as there has been in other cases. When the act or the amendment to the act is brought in I hope that there will be no room for any misunderstanding and that these people will get this as of right. . .

Mr. F. D. Shaw (Red Deer): Mr. Speaker, my colleagues and I consider this resolution to be one of extreme importance . . .

. . . The National Advisory Committee on the Rehabilitation of the Disabled estimates that there are approximately 150,000 people in Canada of working age who are victims of accident and disabling illnesses, including mental illnesses and so forth, and who are in dire need of support. I am not unmindful of the fact that some action has been taken toward providing rehabilitation services. . .

I noted when examining a recent issue of the Labour Gazette that reference was made to this problem of rehabilitation. On page 1566 of the December, 1952, issue of the Labour Gazette, under the heading "National Plan for Rehabilitation of Civilian Handicapped being Drafted", it is stated that the National Advisory Committee would hold another meeting in September of 1952. . .

I also notice that Mr. Ian Campbell, National Co-ordinator of Rehabilitation, said, speaking of his trips to various provinces of Canada:

> Wherever I went people, working with the handicapped, appeared to be encouraged by the fact that we now have a national headquarters for rehabilitation, and that the Government of Canada has taken action in this field.

I stated earlier that I wanted to emphasize the fact that I fully realized that work, effective work I believe, has been going on for two years in the field of rehabilitation.

Before I leave this point may I add that Mr. Campbell, in speaking of the objectives, asserted:

—money is not spent on the rehabilitation of the handicapped. It is invested in their future.

I think that is absolutely correct. He says:

Who can doubt the wisdom of a program that makes the dependent independent, makes the non-producer a producer and makes consumers of wealth creators of wealth?

I stated that was my last reference but I find that I desire to make one more. I wish to refer to three resolutions adopted by the Committee last September. Here is the first one:

A broadening of the Canadian vocational training scheme so that handicapped persons may obtain academic and prevocational training needed for specific employment.

I am going to inquire of the Minister exactly what action has been taken up to the present time with respect to these resolutions. The first one to which I have made reference has to do with a broadening of the Canadian vocational training scheme so that handicapped persons may obtain the academic and prevocational training needed for specific employment. I should like to know what has been done. After all, these recommendations were made last September. Here is the second one:

Organization of the rehabilitation program at the provincial level but with federal grants for such aspects as medical care, training and placement.

We are vitally concerned about this matter and I think the Minister should indicate to us whether anything has been done with respect to that resolution. In the third place they made the following recommendation:

A "pilot" survey on the physically handicapped now registered for work with the national employment service in Montreal.

Possibly the Minister could indicate in the course of his observations whether that survey has been made or is under way. If it has been completed, then I believe the results should be made known to us. I certainly desire to commend the National Advisory Committee for the work which I know they have done in this field. . .

That deals with one aspect of the problem only, the rehabilitation of those who are capable of rehabilitation, but it does not solve the whole problem by any stretch of the imagination. . .

I realize fully the importance of that field but . . . there is one very serious problem that must be taken care of right now, the problem of those who are wholly incapacitated. I know that representatives of the association of incurables have met the Minister . . . I have before me their resolution, which I shall not read, but it indicates clearly and definitely that they feel that pensions are a most necessary part of whatever general program is adopted to take care of the problem of the incurable. . .

Mr. George H. Hees (Broadview): Mr. Speaker, I agree completely with the principle expressed in this resolution, which is to pay a $40 a month pension to all people who, through disability, are no longer able to earn their own living. After all, it is exactly the same principle as that embodied in the old age pension act, which assumes that when a person reaches the age of 70 he is no longer able to earn his own living and is, therefore, entitled to a pension.

Now, if a person has a disability which cannot be cured, and if that incurable disability is such that the person cannot be taught a trade which will enable him to continue to earn his own living and provide for his family, then I firmly believe that person should be assisted by the government in the form of a pension.

However, I believe that the very first thing to do is to try to cure that disability, and, failing that, to try to teach that person a trade. This will require a well planned and well carried out rehabilitation program, both physical and occupational . . .

I believe it is the responsibility of the federal Government to work out with the provinces such a rehabilitation program, and I very much hope that the rehabilitation committee, which has been in operation now for a year, is steadily working toward that end . . .

Mr. J. S. Sinnott (Springfield): Mr. Speaker, . . . I would like to have the resolution which I have on the order paper coupled with this resolution, Mr. Speaker, so that it will save the time of the House. My resolution reads:

That, in the opinion of this house, the Government should take into early consideration the advisability of including in their social security program the payment of pensions or maintenance allowances, equal and similar to blind pensions for the unfortunate crippled people of Canada.

If these two resolutions are coupled I am sure they will be considered by the Government. Whatever decision the Government makes will be influenced by the way in which the parties of this House agree to such legislation.

Hon. Paul Martin (Minister of National Health and Welfare): Mr. Speaker, . . . in taking part in this debate, I propose first

of all to indicate what is being done in the important field of rehabilitation, apart altogether from whatever cash benefits are received by various segments of the population of Canada.

It will be seen from this kind of review that a great deal is already being done by all levels of jurisdiction in this country regarding the important question raised in the resolution proposed by the Hon. Member for Fort William (Mr. McIvor). I think it would be advisable for us to recall the actual terms of the resolution, which reads:

> That, in the opinion of this house, the Government should consider the advisability of co-operating with the provincial governments for the purpose of providing pensions, equal to old age pensions, for all those who are incapacitated and unable to earn their living, regardless of age.

. . . All of the social services in Canada cannot and should not be designated for the sole competence of one government authority. It would be wrong for the federal Government to assume full control and full interest in all phases of social welfare and of health activities. That is not only good government in a confederation such as ours, but it is also the view of the ten provincial governments of our country. . .

It must not be thought, however, that in saying that I am now preparing a complete defence against doing anything in the field of rehabilitation and providing cash benefits for our invalid population, or for those who are incapacitated and on that account unable to provide full maintenance for themselves and their families. For the fact is that while in Canada there is no single disability cash benefit scheme, there are nevertheless under various programs—mostly federal but also under provincial auspices—at the present time some 325,000 disabled Canadians who are receiving assistance at a cost of $110 million a year, almost 80 per cent of which is borne by the central authority. That is a considerable proportion of the population. It is a fact that has not been emphasized here today. Those who have argued for this proposition, and argued well, have failed, it seems to me, to emphasize the important contribution already being made not only by the provinces but by the federal Government in this important matter. . .

Now with regard to rehabilitation. As I said a moment ago, almost $11 million is made available to the provinces under crippled children, mental health and tuberculosis control grants. Very substantial proportions of this money are used for rehabilitation purposes. Then again, $100,000 a year is provided by the Department of National Health and Welfare to national voluntary agencies engaged in rehabilitation work. The Department offers valuable consultative services to the provinces and to private agencies in such fields as blindness control and mental health. Federal-provincial aid is being given to special federal-provincial projects to provide surgical operations to restore the sight of selected blind pensioners.

Likewise the federal Government, through the Department of Veterans Affairs, provides welfare services and treatment for disabled veterans. That service includes rehabilitation activities as well as cash benefits for many thousands of veterans who come within the ambit of the resolution now under discussion.

Now with regard to the large segments of the population which are covered by provisions fully as generous as those envisaged in the resolution now before us, I would point out that all persons between the ages of 65 and 69 years with insufficient means to provide for their own needs are taken care of through federal-provincial old age assistance programs. Those 70 years of age and over are cared for under federal old age security legislation regardless of means. It is correct therefore to state that the objectives of this resolution are being already realized in so far as those of our population over 65 years of age are concerned.

Then with regard to blind persons, all adult blind persons regardless of age who are unable to earn their own living are taken care of under the new federal-provincial blind persons' allowance program. It is worth noting that the blind are the largest single group of civilian disabled, and represent perhaps one-third of the total number of those who are incapacitated.

With regard to our veterans, I think it is desirable to remember that all our veterans who served in both world wars are covered by provisions even more generous than those contemplated in the present resolution. Over 200,000 disabled veterans are now receiving assistance, either in the form of pensions or war veterans allowances.

At the provincial level there are a number of important provisions for the disabled. Everyone in this House knows that the provincial Governments have developed comprehensive provisions for partial and total disability benefits under their workmen's compensation programs. In most provinces where a husband is prevented from working by physical or mental disability aid is provided under a system of mothers' allowances. As an

example of what is being done for tuberculosis victims, most provinces provide special allowances for persons incapacitated by that disease. At least one province, Alberta, has a provision for widows' pensions which covers a small segment of the disabled group below 65 years of age. Newfoundland has its Dependents Allowances Act which takes care of the disabled among others.

It is therefore clear that a large proportion of our disabled population, all those over 65 years of age, our war veterans, all our blind, those who have been injured by industrial accidents and other similar groups are covered already under one or other of the programs I have described.

Last year the province of Ontario went a step further in introducing a new plan for the disabled. The initiative which that province took seems to suggest that possibly disability pensions, like workmen's compensation and mothers' allowances, can best be taken care of by the provincial governments to the extent that they cannot be subject to insurance principles. I know that is the view of the Government of Ontario from the discussions I have had with them. . .

It certainly is the view of at least three other governments that this is a field which they can best attend to, though they do not all agree that there should be no financial participation by the federal Government. When we embarked upon the old age security program we had in our minds the fact that we were assuming a greater responsibility, not only for those 70 years of age and over but for the group which would be covered under the new Act, those between the ages of 65 and 70 years. We were relieving the provinces of a great financial responsibility. Their financial load has been very considerably reduced as a result of our old age security program.

To come back to the scheme in Ontario, I have not seen official figures as to the extent of that program. I understand that the number of recipients is not large and that consequently such a program is well within the capacity of the province. I hope to be able to announce the results of our health-sickness survey within a very few months, and that will reveal, I think, that this problem is not as great in the proportion of disabled people as might be thought, particularly when one takes into account the 350,000 individuals in the country who are now receiving cash benefits in one form or another through the federal Government. It may be that the survey will reveal that, just as this group is within the capacity of the province of Ontario financially, so too will it be well within the financial capacity of municipal and provincial governments throughout the country. . .

In any event it seems to me that these programs can best be handled provincially . . . with this in mind it might be well to note that the federal Government's assumption of the total cost of old age security payments for those 70 and over has reduced provincial expenditures on old age pensions by more than $18 million a year, and our estimate would be that the kind of scheme envisaged by the proposition now before the House would certainly not cost the provinces anything like that in total. Because, it seems to me, we are now doing our share in respect of this problem and because we have other great obligations, I could not get up in the House at this time and accept this resolution without qualification, much as my own human instincts and sympathies, like those of every other hon. member, might lead me to do so. I could not do that in the light of the situation which I am describing to the House, and also because of other things that the Government yet hopes to be able to do in these wide humanitarian fields for the people of this country. . .

It seems to us that we can develop these schemes in partnership with the various provincial governments, and this is one phase of activity which I believe most of them are prepared to undertake and which I believe they can do better than we. The administrative difficulty is very great, as we have found in administering those problems of rehabilitation that come directly within our own sphere of activity. . .

Later in the session I hope to be able to announce a program in connection with a phase of activity in our department that will not be unrelated to this matter, although it will not be directly in answer to what is requested in the resolution. I must make it clear that it will not provide for disability pensions, but it will be a matter closely related to this problem and to many other phases of activity with which our department would normally be expected to be concerned. . .

Mr. Fournier (Hull): I move the adjournment of the debate.

Mr. Speaker: Mr. Fournier (Hull) moves the adjournment of the debate. It is six o'clock.

Mr. Fleming: We should have a vote on the motion.

Mr. Speaker: It is six o'clock.

The Problem of the Older Worker

Memorandum on Canada's ageing population prepared by the Information Branch of the Department of Labour for presentation at the December meeting of National Advisory Council on Manpower is reprinted below

This memorandum was presented to the National Advisory Council on Manpower, December 10, 1952, by G. G. Blackburn, Director of Information of the Department of Labour. The Council decided that a sub-committee be established to examine the problem of the older worker using the memorandum as a basis for further study so that specific recommendations could be presented for consideration by the Council.

Section I: The Problem

The fact that Canada's population is growing older coupled with trends which result in rejection or withdrawal from employment of an important proportion of our older workers constitutes a national problem demanding close scrutiny.

In 1881, the number of Canadians over 40 constituted 20 per cent of the population; by 1951 this had increased to approximately 32 per cent. When we consider this trend in relation to the fact that one of the chief difficulties facing the National Employment Service in matching unplaced applicants with unfilled jobs is the tendency on the part of employers to reject applicants over 40 (over 35 for women), one major aspect of a serious problem is exposed.

Again looking at population figures: in 1881, there were 15 adults under 65 to every one over 65. Today there are only seven adults under 65 to every one over 65. By 1971, it is estimated that there will be only five to one. When we consider the effect of the trend towards more pension plans with compulsory retirement rules, now normally set at 65, another major aspect of this problem is seen.*

From the point of view of the national economy, the question arises whether or not it is economically possible to maintain a high standard of living in the face of trends which see increasing numbers of older people rejected or withdrawing from the productive section of society, reducing their ability to consume goods and services (at the other end of the age scale more are remaining at school longer), while the burden of production, taxation (part of which must be for old age assistance), etc., must be borne by a decreasing percentage of the population, a trend not likely to diminish.

Recognizing the fact that in the face of a marked reduction in recent years in the work day and the work week, increased production and broadened distribution of goods and services have still been possible through technological advances, we might reasonably expect also a shortening of the life work span without serious effect to the economy of living standards. However, although we may anticipate desirable trends suggested by the promise of atomic power, electronic brains and "push-button factories", at the same time we must recognize that the technological advances over the years have resulted in a more productive work-life, not elimination of work-life. It is one thing to take the best possible advantage of the most productive hours of a worker within a 24-hour or seven-day period. It is quite another matter to eliminate the worker completely before his productive years are over.

In the matter of this trend towards more older people being put on the shelf there are serious considerations in relation to the possibility of the increasing demand for extension of state old age assistance. Since so large a percentage of adults with their relatively high importance in matters of national policy have a stake in state old age assistance, there is, in possible growth of the idea of a utopian old age based on state assistance, a danger that must be examined objectively, so that any economic fallacies may be exposed.

The following table indicates the extent of pressure which the productive economy is bearing, and would bear if people live increasingly longer and are encouraged or forced to demand state assistance at earlier ages or in growing dollar amounts.

*In June 1949, of 7,412 manufacturing firms surveyed, 1,456 had pension plans as compared with October 1, 1951, when of 6,755 surveyed, 2,078 had pension plans—*Dominion Bureau of Statistics, and Economics and Research Branch, Department of Labour.*

ESTIMATED ANNUAL COSTS OF PENSIONS PAYABLE WITHOUT MEANS TEST TO CERTAIN OLDER AGE GROUPS IN AMOUNTS OF $40 AND $60 MONTHLY, 1951, 1961, 1971

Age Group	Year	Number of Persons in Age Group	Annual Cost of Monthly Pensions of	
			$40	$60
			$	$
70 and over, both sexes	1951	674,500	323,760,000	485,640,000
70 and over, both sexes	1961	869,300	417,264 000	625,896,000
70 and over, both sexes	1971	1,042,100	500,208,000	750,312,000
60 and over, both sexes	1951	1,631,900	783,312 000	1,174,968,000
60 and over, both sexes	1961	1,969,700	945,456 000	1,418,184,000
60 and over, both sexes	1971	2,366,900	1,136,112,000	1,704,168,000

SOURCE: Report of The Joint Committee of The Senate and House of Commons on Old Age Security, June 28, 1950—Page 100.

Another consideration of immediate importance is whether or not there will continue to be sufficient manpower available to maintain the present rate of expansion in Canada in the next few years in the light of the following facts.

At the present time, the supply of new entrants to the labour force as a result of natural increase in population is at a low ebb because of the low birth rate of the depressed thirties.

This situation is likely to continue for the next eight years. If the labour force is to maintain the rate of increase of recent years, it must be accomplished by immigration or the reclaiming of workers from the older worker potential or those with physical handicaps. The rate of immigration is based not only on the ability of industry to absorb workers, but must also be related to such other factors as housing. It can easily be seen that the reclamation of a section of the Canadian labour potential could be accomplished with fewer difficulties than are associated with the assimilation of immigrant workers, particularly as this applies to housing accommodation. Also, the desirability of immigration notwithstanding, there is an obvious responsibility towards Canadian citizens involved in the question.

To quote the Joint House of Commons-Senate Committee on Old Age Security:—

> Not only is this a matter of importance to individuals themselves in terms of their health and mental outlook, but it is of even greater importance to the overall economy of the country. Surely a country like Canada, with a wealth of natural resources still in large part undeveloped, is justified in having profound faith in its economic future. If we are to develop these resources adequately, we shall need to retain in active undertakings the largest possible number of our nation's population. The Committee believes that, in the years ahead our economic progress and prosperity will depend in significant measure on the success of efforts made to utilize to the fullest possible advantage the mature skills of these older workers.

The extent of the labour potential represented by the older worker group seeking and needing work is difficult to estimate accurately. The number of unplaced applicants 45 years and over registered with the National Employment Service varies with economic conditions but has represented, regardless of season, about one-third of the total registered applicants at any given date in the post-war period. Unplaced applicants by age group recorded by the Employment Service as of July 1952, were as follows:—

—	Unplaced Applicants by Age Group				Total Unplaced Applicants
	Under 20	20–44	45–64	65 and over	
CANADA	**28,264**	**94,002**	**37,087**	**76,361**	**175,714**
Male	15,425	59,705	27,941	15,247	118,318
Female	12,839	34,297	9,146	1,114	57,396
Percentage—					
Distribution of Unplaced Applicants (M)	13·0	50·5	23·6	12·9	110·0
Distribution of Unplaced Applicants (F)	22·4	59·8	15·9	1·9	100·0

The percentage distribution of unplaced applicants in the two groups from 45 years and up remains approximately the same regardless of the season, for male workers. This is illustrated as follows: January, 1951—36·2%, April, 1951—36·6%, July, 1951—37·1%; January, 1952—34·7%; April, 1952—33·7%; and July, 1952—36·5%.

It will be seen from the above that 36·5 (23·6 + 12·9) per cent of all unplaced male applicants in Canada at the end of July were 45 or older.

In considering this point, it is also of importance to compare the percentage of unskilled in the various groups. An average for the year 1949 (latest year examined) showed that only 36·5 per cent of all applicants 45-65 were unskilled, as compared with 62·9 per cent of those 20 years and under and 38·3 per cent for those 20-44. It will be seen from the foregoing figures that judged by degree of skill, the 45 and over group should actually have an employment preference.

If for purposes of study we eliminate the 20 years and under group on the basis of the large proportion of unskilled in this group and compare the older worker group only in relationship to those 20 and older, the 45 and older group seeking employment increases to 40·2 per cent.

The above figures cannot be said to represent the total unemployed older workers willing to work, since many more may have become discouraged through failure to find employment and have not continued to register with the Employment Service.

Neither do these figures include a great many potential applicants on retirement who might be willing to re-enter the labour force.

Age restrictions vary with the occupation, the industry and even the locality in which the employer does his hiring. For example, the employer with openings in one occupation or industry may refuse to consider any worker over 35 for retail sales, while he may be willing to hire workers 45 or even 60 in his warehouse. Although employers relax age specifications in a tight labour market, age restrictions do persist in the tightest of markets. The opinion that full or expanding employment provides a complete solution to older workers' job problems is false (*See* preceding table).

So much depends upon the degree of skill involved, the industry, the prevailing conditions of the labour market, the personal qualities and qualifications of the individual, that an overall generalization about workers 40 and over often will not apply to individual workers.

Older workers who lose their jobs tend to remain unemployed longer than younger persons.

Many older workers, if unemployed for some time, suffer a lowering of morale which further aggravates their problem.

Although many older workers have physical handicaps, these handicaps do not appear to have as serious a bearing on their problems of finding employment as for a younger worker with a disability. The older worker appears to compensate better for his physical disabilities than younger physically-disabled job applicants.

Nearly all collective bargaining provisions contain seniority clauses which offer some protection to older workers while they are employed but protection of employed older workers does not alleviate their job problem when they are unemployed. Displacement occurs as individual industries, plants and occupations shrink or are replaced by others. To some extent retirement plans limit the hiring of older workers. But many restrictions in hiring policies are built on misconceptions and unawareness of the fact that age is an individual condition which has little significant bearing on the overall qualifications of the worker. This, however, will be dealt with in the next section.

It should be recognized that the problem of the aged is not the only employment problem faced by industry. There are groups concerned about the problem of employment of youth, the problem of employing physically-handicapped, etc. There seems to be only one practical solution to this combined problem and that is to make every effort to place each individual on the type of work for which he is physically, mentally, and psychologically prepared so that he can be of the greatest service to himself, his employer, and society as a whole.

Again to quote the Joint House of Commons-Senate Committee:—

> As large numbers of persons reach what may, under present circumstances, be considered the normal ages of retirement, and as they find themselves in better health, it may be expected that they will show increasing reluctance to accept the inevitability of retirement at such ages. It is in the interests of the individuals themselves and of the country as a whole that we should re-think our attitude towards continued gainful occupations of these older age groups.

Section II: Historical Development of Problem

Since the beginning of history, there has been a natural preference for the younger worker in certain lines of endeavour which demand the vigour of youth. However, the long apprenticeship and experience necessary to produce fine craftsmen and skilled

workers, before the machine age, placed the older worker generally in a favoured employment position.

With the mechanization of industry and the changing methods of production, more and more of the older, highly-skilled craftsmen became unnecessary as more and more their finely-trained fingers were replaced by precision machines. Along with these changing economic conditions came gradually the state of mind which has been aptly described as "accent on youth". Everywhere the stress was laid on the mental and physical agility of the young worker. Machines were speeding up the tempo of life and industry. Young men were faster. Therefore, it was a young man's world.

This atitude on the part of employers first came into prominence in Canada in the twenties. During the early thirties young and old were thrown out of work but then, as the country slowly struggled from the morass of the depression in the years immediately preceding the war, it was evident that the older worker was having more difficulty than the younger one in becoming re-employed. Then came the war and, as it progressed, the shortage of workers to a great extent eliminated the older worker's problem of getting a job.

Reconversion and the rehabilitation of ex-service personnel caused a wide redistribution of the labour force and again the question of employers' disinclination to hire the older worker came to the fore.

In view of older persons' general stability, industrially as well as socially, it has been asked why there are now so many over 40 unemployed and looking for work. To find the answer we must consider our economic position since 1930. In the early years of the depression thousands of young men in their late twenties or early thirties were unable to get employment. Many more took odd jobs which did not fit them for any particular line of work. When war came ten years later, they were able to find employment or join the armed forces. However, their wartime experience again often did not afford any degree of permanency and they were faced at the end of the war with still looking for career opportunities, although they were by this time over 40 years of age. We might presume that under normal conditions covering the last 20 years—normal in the sense of an even employment market—these men might have stayed with the same firm and have built up their experience and their reputation with these firms so that they would have a high degree of security.

However, this was not the case and some of our larger National Employment Service offices, Toronto for example, had on their books at one point a few months ago sufficient over-40 applicants with sufficient training and experience to completely staff a small plant. That is to say, they had supervisors, foremen, accountants, clerical and other help. In a great many cases these men had obtained their experience and training in jobs of a temporary nature during the past two decades.

Section III: Obstacles in Way of Full Use of Older Worker Labour Potential

Although up to this point we have discussed the subject from the point of view of "a problem", it is suggested that it might be advantageous to consider the older worker as valuable labour potential with problems and qualities different from youth but needing similar considerations and efforts for proper assimilation into and within the work force.

It has been said:

> The biggest single obstacle to the full utilization of the older workers is the preoccupation of employers with dwindling or non-existent supplies of workers in younger age groups. In other words, refusal to hire older workers and insistence on age specifications which deny them employment is the big obstacle we face in meeting labour force expansion requirements.

As mentioned previously, age as a barrier to seeking employment varies so widely from occupation to occupation and from individual to individual that it is difficult to make a summary of the obstacles but, for purposes of study, here are what appear to be the most common specific obstacles:—

(1) Employers' prejudice against the hiring of older workers based on the following assumptions:

- (a) older workers are not as adaptable to learning new techniques;
- (b) accident frequency and absenteeism through ill health increase with age;
- (c) old age brings slowdown, lessens productivity.

(2) In-plant training programs, which call for hiring young workers and developing them over the years, make it unprofitable to invest in training of an older employee.

(3) Pension plans which employers often maintain prevent them from hiring workers of advanced age. (They claim that not only is the older worker not able to fit into pension plan contributions and benefit schemes but that pension plans encourage workers to remain with the firm, thereby

increasing the age level of the whole staff and demanding that new entrants must be young.)

(4) A belief by employers that the public prefers younger workers for jobs requiring public contacts, such as waitresses, clerks, office workers, salesmen, etc.

(5) Collective agreements which tend to prohibit reduction of remuneration for reduced production, for workers in the advanced age group.

(6) Pension plans which compel workers to retire at an arbitrary age regardless of fitness to carry on.

Section IV: Are Obstacles Rooted in Fact or Prejudice?

All must agree that employees in the older age-group should be selected as carefully, with regard to their physical and mental qualifications, as those in any other age-group. The danger arises in the tendency to judge those qualifications solely on the basis of chronological age. Everyone knows, from his own observations, that the number of years a person has lived is no sure basis for estimating his capabilities. Far more accurate is a consideration of his physical and mental condition.

During the thirties, when jobs were hard to get, emphasis was placed on early retirement to leave jobs open to young people. It would appear that we are still confronted with this out-of-date thinking. A man reaches 50 and it is generally taken for granted that his physical capacity is extremely limited in comparison with what it might have been at age 30. There is, of course, a basis of truth underlying such sweeping acceptance—most men at 50 cannot do all the things they could do at 30 or 35—but what is so frequently overlooked is the simple fact that a person does not need to be able to run as fast, lift as much, move as quickly, etc., as he once did in order to perform satisfactorily the vast majority of jobs in modern industry. Very few jobs require the physique, stamina, or condition of an athlete.

Because of the almost universal thinking on the subject, people, when they reach middle age, are apt to consider themselves as past their prime, only fit for a few jobs, with the result they may unwittingly be limiting themselves in employment opportunities.

The weakness of thinking in terms of chronological age lies in the classing, in the same physical category (in relation to work capacity), of all individuals in an age group. Such generalization overlooks the physiological, biological, or psychological factors involved.

All of us tend to fall into the error of considering all persons beyond a certain age as "old", although our ideas on the subject tend to change significantly as we pass each decade of our own life.

One of North America's well-known authorities on ageing processes, and Chairman of the Sub-committee on Geriatrics of the New York County Medical Society, Dr. C. Ward Crampton, says: "Today a man of 60 may be as young, vigorous and vital as the average man of 40. On the other hand, he may present the common picture of the man of 80—old, weak, and miserable." In other words, "old age" begins at no particular birthday. It is rather an individual matter which varies with each person. All of us know of persons who, though they have passed their 70th or 80th milestone (many of them nationally and internationally known), are mentally agile and youthful in outlook.

Referring to the ageing process, Dr. Edward J. Stieglitz, a leading U.S. geriatrician, informs us:—

> The changes which come are not all decline. I think there's a general opinion that it's all down-hill. Speed of reaction does diminish; but endurance increases in certain capacities. It is not without significance that the records for all the sprints are held by youngsters but the marathon records are held by men 38 to 45 and have been for many years. Endurance of a certain type, for the long, slow grind, the continuous type of labour operation, increases. As speed declines, skill is increased with practice and, as strength declines, judgment increases. The mental changes are not all decline either. There is some depreciation in the ability to learn but it is extraordinarily less than the average person assumes.

Dr. Stieglitz adds that you certainly can teach an old dog new tricks if the old dog wants to learn, and if the teacher is smarter than the animal.

An eminent physiologist, Dr. Anton J. Carlson, states: "The physiologic age of the worker is not synonymous with his chronologic age, owing to the individual variables in heredity, mode of living, accidents and sequelae of disease."

Dr. Nathan W. Shock, Chief of Cardiovascular Diseases and Gerontology Section, U.S. Public Health Service, says:—

> *It should be pointed out that no differences in efficiency in the performance of moderate work are observed between the ages of 17 and 71 years. This finding is of considerable importance since most work of an industrial nature falls within the classification of "moderate work".*

Unfortunately, a great deal of research is yet to be done in establishing the stress characteristics of various kinds of work and performance.

A further observation of great significance is that wide individual differences occur in the rate and degree of ageing observed. Thus, in any particular function we may care to choose, we will find some individuals who are in the 70- to 80-year age range with physiological capacities equivalent to those of a 30- to 40-year old.

The existence of such wide individual differences emphasizes the fallacy of requiring retirement in workers at any fixed chronological age. It also brings to focus the importance of research to develop quantitative objective tests to determine the fitness of the individual for continued work. The success in developing personnel selection at the intake side of industry leads us to regard with optimism the prospect of developing similar techniques for selection in retirement.

At the public hearing of the New York State Legislative Committee on Problems of the Ageing held in December 1948, it was pointed out by a number of medical men that variations can, and do exist, between chronological age and physical age. They deplored the fact that so many employers failed to recognize these variations in their hiring policies.

The consensus of the experts who addressed the public hearing in New York could be summed up as follows:—

1. Chronological age is a useless standard for measuring value of workers.
2. However, to eliminate it, it must be replaced by some other standard.
3. Physiological age could be this standard.
4. This, however, is not likely to be universally accepted as a standard until complete physiological histories are available for most work applicants and employees, including top executives.
5. Complete physiological histories could only be obtained by periodic medical examinations over a period up to 20 years, coupled with the complete medical history of the person's close relatives and immediate forebears.
6. The purpose of the study of geriatrics was to understand completely the limitations of the individual at the various stages of his life, so that steps could be taken to prevent further deterioration by medical means or by reassignments to more suitable employment.

From the opinions outlined it would seem impractical and unfair to judge ability to perform specific tasks solely on the basis of chronological age. Approaching the subject in full justice to both employer and employee, it would seem only reasonable to judge each individual's work-performing age by taking into consideration all the factors concerned in his particular case.

Let us examine now the specific points outlined in the previous section:—

(1) "Prejudice Against the Hiring of Older Workers"

(A) *Older Workers' Ability to Learn and Adapt Themselves to New Techniques*

It was the experience of many Canadian employers during World War II, converting to war work, that older workers readily learned new techniques as long as the new work did not break entirely with their past experience.

Here is the experience of the Institute of Psychological Research, Teachers' College, Columbia University, dealing with the training and retraining of several hundred older workers. They found that the intellectual power in and of itself does not change from about 20 to beyond 60.

In some of the so-called intellectual abilities there is a modicum of gain. Teaching Russian to 300, there was no significant difference between the young and old in the amount of Russian learned. They then tried the teaching of skills which would be useful in industry. Some of these skills were mechanical and some were clerical. It was found that there was nothing in terms of the kind of skills that had to be taught that old people could not learn. Moreover, older people have a tremendous capacity for the utilization of experience, of stored knowledge in applications to new problems and new devices. There was an obstacle, however. The problem was to convince the old persons that they were capable of doing it. This obstacle was considered a consequence of widely accepted fallacies.

(B) *Does Accident Frequency and the Absenteeism Rate Increase with Age?*

Most employers will agree that work-reliability and low-percentage absenteeism go hand in hand and are most important factors to be considered when hiring help. Frequent absenteeism usually means unreliable workers who can be very costly to a firm.

It is in work-reliability and low-percentage absenteeism that the middle-aged or older worker really proves his worth:—

(i) Claims that accident frequency tends to increase with age are shown to be incorrect by statistics prepared by the Industrial Accident Prevention Association of Ontario. Their studies show that the highest accident-frequency rate occurs for the age group 20 to 24 and the lowest occurs in the age group of 30 to 55. This is reflected in accident insurance premiums which remain almost constant for ages between 20 to 64.

(ii) Accident-frequency and absenteeism figures would seem to prove the older worker a more reliable employee. The following table was produced by a survey made by the Bureau of Labour Statistics in the United States and published in 1948:

Age Group	Absenteeism per 100 work days	Non-disabling Injuries per million work hours
All age groups	3·4	980
Under 20 years	5·5	1,230
20—24 years	4·9	1,500
25—29 years	4·3	1,560
30—34 years	3·6	1,420
35—39 years	3·4	1,240
40—44 years	3·5	1,050
45—49 years	3·4	990
50—54 years	3·3	740
55—59 years	2·8	630
60—64 years	2·9	560
65—69 years	3·3	430
70—74 years	3·2	320

From the above, it is seen that the 65 to 74 years' *Absenteeism Rate* is the same as for workers 35 to 54. It is only beaten by the record of workers 55 to 64.

The older workers' *Accident Rate* is better than for any other age-group, with the 70- to 74-year group by far the best of all. The 70 to 74 have 320 disabling injuries per million work-hours as compared to 1,500 disabling accidents per million work-hours for the 20 to 30 years' old group.

(C) *Does Age Bring a Slowdown in Productivity?*

In a pre-war survey of the automotive industry in the United States, it was found that in this industry, where wages were largely on a piece-work basis and high speed production was the rule, earnings reached their peak in the age group between 50 and 55 years. In a similar survey of New England textile plants, the Massachusetts Institute of Technology found that earnings were slightly higher for men age 45 to 54 than for either older or younger workers. Another U.S.A. survey by the Works Progress Administration, of brick and stone masons, carpenters and painters working on construction projects in seven cities, showed that the average age of all workers judged excellent, in quantity of work turned out, was 46·6 years.

The U.S. Department of Labour reports that: "Undoubtedly, old age weakens ability on those jobs requiring energy and speed. But even on such jobs, the decline from age 50 to 75 is slight and varies with the occupation."

A report of the Harvard Fatigue Laboratory stated that, "the assumption of a rapid decline after 40 years of age in the quality and quantity of work is a social myth which, though in some respects not misleading, is in general grossly inconsistent with the evidence."

(2) What About In-plant Training Programs?

Is the hiring of older workers discouraged because of programs which call for hiring young workers and developing them over the years, in the belief that it is unprofitable to train older workers?

There are so many variables connected with this question that it is difficult to answer without examining each case on its merits. If all the other misconceptions were to be eliminated, this would undoubtedly be resolved in most cases. Where an employer rejects the applicant of 45 for a job requiring training of sufficient length to be an important consideration, he is rejecting him on the basis of 20 years' or more service not being sufficient return for the training expense. The question immediately arises: Can he reasonably expect an average service from all his young entrants to be longer than 20 years? Actually, Employment Service placement officers have found that, when examined, the period of training for many jobs withheld from older workers is so short as to have no real significance in choosing the employee. Further, the older worker contributes less to labour turnover costs than the younger worker.

(3) What About Health and Retirement Pensions?

Can the older worker be absorbed into these plans without throwing them out of balance?

The use of group insurance costs as an argument against the hiring of the older worker is not as forceful as it might seem when a study of actual rates is made. One large Canadian life insurance company quoted the following rates:—

Group life insurance—age 25—$6.27 per $1,000 annually.

Group life insurance—age 40—$7.85 per $1,000 annually.

It can be seen that the addition of a percentage of middle-aged or older workers would not add materially to the overall costs.

Pension plans would appear the most logical of the reasons for preferment of younger workers and, of course, employers' prejudices may differ in degree according to the type of pension plan in force.

One type of pension plan in use is the "salary-service" type, where a portion of the final pension is purchased with the contributions of each year and the final pension is a proportion of the average pay over the whole period of contribution. The employee usually contributes a fixed percentage of pay and the employer contributes the balance required. The employer's contribution will vary slightly with the average age of the employees in the plan. For a plan involving five-per-cent contributions by the employee and retirement at 65, the total cost to the employer would be about five per cent for the working period until retirement if all employees commenced at age 25. If all employees entered at 40, the employer's cost would be increased to about seven-and-a-half per cent. However, for all employees to be 40 when they entered the plan would be a most unusual case. It can be readily seen from these figures that a proportion of new workers aged 40 or over, unless constituting an abnormally large percentage of all employees, would have only a minor effect on total pension costs.

Many firms feel that having an employee pension plan is an inducement to their staff to remain with them for the duration of their working life. By hiring older workers, they would eventually have an almost complete staff of older employees which they feel would not be conducive to maximum efficiency. In such cases, the pension plan, while still the indirect cause of this attitude, cannot be classed as the actual reason for discrimination.

The significance of the indirect influence of the pension plan is sometimes reflected in the attitude of smaller employers. A small firm may take a large firm as a model, patterning its policy along the same lines as the larger firm with the idea of obtaining the same degree of efficiency. The policy of the larger firm may be to have an age limit of 40 or 45 in their hiring. The smaller firm decides this must be necessary in the interests of efficiency and makes similar regulations. The smaller employer may never have considered that the cost of the larger firm's particular type of "pension plan" was the probable reason for the regulation and that, as he has no "pension plan", this reason has no bearing on his own case.

In many cases like this, "pension plans" may be the indirect cause of the failure of many qualified older persons to obtain employment with small firms, perhaps being a greater cause for discrimination than the "pension plan" itself.

(4) What About the Belief by Many Employers that the Public Prefers Younger Workers for Jobs Requiring Public Contacts?

There is no evidence available to the Department to substantiate this assumption that the public prefers to be served, or sold to, by a young person. On the contrary we can all cite personal experiences to prove that older people are often more poised, and more diplomatic, with a greater understanding of what the sale or service involves.

(5) Do Collective Agreements in Some Instances Tend to Prohibit a Plan of Reduced Remuneration to Advanced-Age Employees for Reduced Production?

In certain occupations, particularly as it applies to the worker with a very advanced physiological age, this appears to be a problem in need of consideration, by both labour and management. Dr. A. J. Carlson, before the Fifth Annual Congress on Industrial Health, Chicago, January 12, 1943, stated:—

> Normal ageing is not like a sudden or acute disease. A man is not worth 100 per cent today and worth nothing tomorrow—if it happens to be his 65th or 70th birthday. People gradually grow old and less efficient, just as they gradually grow up and become more efficient.
>
> That industrial jobs can be provided is exemplified in the "Old Man's Division" in the Dodge plant of the Chrysler Corporation in Detroit, where the ages of the workers average 66, and some of them are over 80.

Dr. Carlson suggested that a wage scale proportionate to performance would allow older workers to "taper off" industrially and to work as long as failing powers permit.

The following general work formula to be used in relation to remuneration was offered:—

(a) The younger worker: physical strength and endurance growing, but not at adult par; skill and experience growing, but not at adult par—less than adult performance and pay.

(b) The adult worker: strength and endurance at maximum; experience and skill near or at maximum—maximum performance and pay.

(c) The older worker: physical strength and endurance receding, experience and skill at par—generally less than adult performance and therefore less pay.

There is in this formula outlined above the suggestion that some form of testing must be devised, and be acceptable to both labour and management.

(6) This, of course, is tied in with the question of *whether or not retirement at 65 is good business in cases where the worker wishes to continue working and is fit to carry on.* If, on the basis of what has been said up to this point, it can be agreed that we cannot continue to afford the loss of highly trained and experienced workers after 65 and at the same time take the word of the geriatrician that a good proportion of these workers being placed on the shelf are still vigorous and highly productive workers, then it appears to be essential that some way be found for relaxation or extension of the arbitrary age limit of 65 which is generally accepted as the date for retirement.

Dr. Carlson's statements reported above have a bearing on this question.

Also, the New York State Joint Legislative Committee on Problems of the Ageing recently included in their findings and recommendations to the Governor and State Legislature the following statement on retirement:—

> America approaches a crisis in dealing with retirement. The common policy of requiring retirement at age 65 no longer meets the needs of the country. It discourages men and women from contributing to the productive forces of our nation. It adds to the load of non-producers to be carried by the producers of the economy. It is an obsolete index of a by-gone era when at age 65 men and women had exhausted their vitality. It may be an important factor in premature failing of workers' physical and mental faculties.

Miss Ollie A. Randall, Consultant on Services to Aged, Community Service Society of New York, has stated:—

> There is a great deal of talk about this (retirement) on an organized permanent basis. Yet apparently most of this preparation is still aimed at helping the individual accept the fixed or compulsory date of retirement, rather than being aimed at securing the much needed reliable data as to the possibility of giving the individual the right to choose whether he will go on working or accept the plan for retirement.

When we consider all the arguments in favour of employment for workers past 65, it is easy to understand why some consideration is being given to extending actual retirement from the "normal"—65. It is interesting to note that the City of New York sets a maximum retirement age for its employees at 80! Although this is rather exceptional, according to our research, it is an indication of the awareness of the growing need of providing employment for the elderly and at the same time the practicability of such practice. None of us could possibly suggest that New York is a spot where competition and pressure of work would be slowed down to take advantage of slow and non-productive workers.

Others commenting on the problem are:—

A. R. Mosher, President, Canadian Congress of Labour:

> No one will suggest for one moment that a worker whose faculties are impaired by age or other conditions has a right to employment which he is incapable of performing efficiently. On the other hand, there are in practically every industry a variety of occupations which do not demand the quickness of hand or eye which may be expected of younger workers. During the war, when the demand for the services of everyone who was useful or could be made useful through training were required, it was found that older workers were able to make a highly valuable contribution to the war effort. They were steadier and more dependable; their record with respect to absenteeism was extremely good, and they were able to perform the duties assigned to them in a wholly satisfactory manner.
>
> Admittedly, the work at which older persons were employed had to be carefully chosen; they were not asked to perform highly-skilled work, unless the tests given to them showed that they were capable of doing it. It was clearly demonstrated that older persons had remarkable ability to learn new jobs, and they took a pride and satisfaction in their work because they felt that their ability was being recognized, and utilized in a worthy cause.
>
> It is noteworthy that, while industry and government lay down a fixed retiring age of 65, persons who are self-employed, running a corner grocery, a bookstore, or a cigar-stand, may continue to earn a good livelihood and manage their affairs efficiently even in their eighties. The same observation applies to farmers, who are usually quite capable of operating their farms, from an administrative standpoint, at least, until they reach an advanced age.
>
> It seems to me that a definite change of policy with regard to employment of older persons is essential. I firmly believe that, so long as an older worker has any

contribution to make toward the productive capacity of the nation, he should be permitted to make it. Not only is this important from the standpoint of increased production, which is essential to the improvement of living standards, but it is also important from the standpoint of the older person himself. (*Canadian Unionist,* May and June 1952.)

Harry Becker, Director of the Social Security Department, United Automobile Workers of America, CIO:

There is a fourth principle which is important—a flexible retirement age. Workers' security programs should permit workers to retire at the point at which they become superannuated. Workers should not be required to retire at a fixed age. The proper point for retirement differs for each individual and the reasons for retirement likewise vary from individual to individual. Therefore, there should be sufficient flexibility with respect to retirement age to permit each worker to retire on an individually-determined basis. This means that retirement should be permitted throughout the span of years in which workers most frequently become superannuated.

A flexible retirement age is needed because superannuation is only in part related to the individual's chronological age. The onset of disqualification because of old age and infirmity is also a function of the original equipment of the individual, of the effects of environmental factors, and of the appearance of chronic conditions. A worker may become superannuated before 65 as well as after 65. Age 65 has been most often adopted as the retirement age because it has been thought that persons tend to outlive their usefulness on the job at about this age. Age 65 has been generally accepted as the average age for retirement of salaried or office workers.

If it is desirable to permit retirement for sedentary workers at 65 it follows that persons engaged in physical work should be permitted to retire somewhat earlier, if they so desire. There is considerable support for age 60, or even an earlier age, as the point at which retirement may be permitted. For some individuals, however, superannuation may not occur until some years after 65. This variation between individuals as to when superannuation takes place is recognized in labour's thinking about retirement age.

Dr. Charles A. Pearce, Director, Division of Research and Statistics, New York State Labour Department:

One alternative to compulsory retirement is the transfer of older workers to jobs more suited to their abilities. Such transfers may require retraining. Another alternative is the provision, with or without wage adjustments, of a less rigid schedule of attendance or hours or of other similar adjustments on the same job. The alternative may simply involve an examination and determination by the employer that the individual can continue to perform the job in the same manner he has for years. In large firms, among which the compulsory retirement system is more prevalent than in small firms, these individual determinations and adjustments undoubtedly are troublesome and may be costly. Transfer possibilities may be very limited. Employers, moreover, may fear that under a policy of individual consideration, they might be accused by unions and individual employees of favouritism and discrimination. Some unions undoubtedly are concerned about the possibilities of discrimination present in such a policy. This policy of accommodation does exist in many large firms.

P. C. Wolz, Assistant Superintendent, Industrial Relations, Eastman Kodak Company:

There has been much said both pro and con regarding retirement at various ages. It has been generally accepted by industry and labour that a retirement plan is conducive to good, overall results. It doesn't seem good or reasonable to require any individual to carry on until the day he is carried out on a shutter. If there is to be any retirement plan there must be, of course, some age stipulated, Whether or not the age is adhered to strictly is a matter which seems to present very little difficulty in administering. The fact of the matter is that there are a great many employees asking for retirement before the age of 65.

It does not appear that there is any great problem as far as retirement is concerned in those industries having retirement plans. The major problem is probably in locating suitable work for those over 60 who happen to be out of employment for some reason or other. The problem here, as is well known, is that many of these people do have various physical limitations that require considerable thought and care in making certain that they are not placed on work detrimental to their own physical condition.

In the Eastman Kodak Company, and particularly at Kodak Park where there is a very large variety of jobs, we have designated a number of less arduous jobs to which we transfer employees who have definite physical limitations. This program permits us to retain the older employees and use them on productive work without the danger of contributing to their disability. Some of these are transferred at their own request and others are designated by the medical department.

There is another very good reason for the retention of employees in the higher age brackets and that is to retain and make the best use of any skill acquired over a long period of years. In following a policy of this sort the industry accomplishes two purposes: first, in makes it possible for the individual to continue to use his own efforts in behalf of his support and, secondly, society as a whole benefits because of his continued contribution to the production of a useful article.

This same principle can be and should be used in the placement of a new employee; however, in both of these instances it is necessary to make absolutely certain that permitting the individual to carry on will not induce any new physical impairment or accentuate an already existing weakness or physical ailment.

In a great many instances industry either retains or employs new people in the higher age brackets with skill and experience and uses them for the purpose of training younger employees. In such instances he is not expected to carry on the arduous parts of the particular task but to spend the major portion of his time and effort in passing on his knowledge and experience.

It is probably the experience of many industries that most people, with very few exceptions, either do not know or do not appreciate their physical limitations and are very apt to attempt to perform tasks that are far beyond their physical ability or endurance. It is human nature for all of us not to want to admit by either word or deed that we are slipping and to prove this a great many people are prone to exhibit their physical prowess or to show off to either their temporary or permanent physical detriment. This is one of the things that continually come to the attention of plant medical departments who are not only confronted with the responsibility of alleviating such injuries but to inaugurate an educational program for supervision of workers in determining the extent of physical effort expended by individual employees.

In spite of the enormous amounts of effort and money spent by industry in establishing and maintaining safety departments to prevent physical injury to employees and medical departments to alleviate the injuries, there will always be the individual who will take a chance. Therefore, the health, safety, and continued useful employment of not only the older employee, but all employees is a combined problem of the employment, safety, and medical departments.

We have no limit on age for the purpose of hiring; it is simply a practical question of whether or not the individual is physically able to perform some task that is available at the time.

From the book *Never Too Old*, published in 1949 by New York State Joint Legislative Committee on Problems of the Ageing:

The compulsory reirement age fetish which prevails in industry causes untold damage not only to the individual but to his company and sometimes to the world at large.

A most dramatic example of what such a crippling barrier might do were it not for an "escape" device can be seen at General Electric Co. This famous concern employs some of the world's foremost physicists, chemists and engineers. And these scientists stubbornly refuse to suddenly become senile, unproductive or inefficient when they reach their 65th birthday, the age at which pension systems usually decree workers must stop working.

So GE, aware that many of these "overage" scientists represent such a wealth of intelligence, experience and skill that the company and the world might suffer by putting these men "on the shelf", hires them back on contract—after retirement!

The Committee of the Public Welfare Division of the Canadian Welfare Council on the Needs of the Aged, stated in 1949:

There is an urgent need for a reconsideration of the work capacities and the work needs of older people. It is obviously wasteful and dangerous in an ageing society to permit workers to be dropped from productive employment between the ages of 45 and 60. This is a matter which requires urgent consideration. For their own sakes, and in the community's own interest, people able to work should be maintained in productive employment as long as they are willing and able to work.

Section V: Steps Taken by Department of Labour, NES and Department of Veterans Affairs to Widen Employment Horizon for Older Workers

Following a study of the problem early in the post-war period, it was decided by the Department of Labour and the National Employment Service that the problem stemmed largely from a state of mind among employers that persons over 40 were beyond their prime and therefore to employ them was not a wise policy. The facts uncovered showed clearly that to a great extent this attitude was based on false ideas, which were so widespread as to adversely affect the attitude of the older job applicant himself. On coming to these conclusions, it was decided that the first step towards ultimate solution lay in an actual change in the thinking and beliefs of employers generally, in certain instances the older job applicant himself, and re-education of the public as a whole. It has been towards this end that efforts have been directed. However, because this attitude had developed over many years, it was realized that the results of efforts to change it would make headway slowly.

Since 1946, a campaign has been waged through the facilities of the National Employment Service and branches of the Labour Department. This endeavour has been aided greatly by editors and free-lance journalists who have taken up the story to such an extent that almost every newspaper and periodical in Canada, at one time or another, has carried articles on the subject. These articles have endeavoured to explode fallacies and present the facts pertaining to people past middle age.

The following is an outline of the methods used to alleviate the situation:—

1. Publicity has been carried out by means of newspaper releases, articles, radio talks and personal contacts with employers by the National Employment Service placement officers. In the latter half of 1950 and early 1951, a Department of Labour

film was shown to about 60,000 business executives. (The film since has been seen by an estimated 200,000.) The film, entitled "Date of Birth", has been instrumental in actually changing the hiring policies of some firms.

(2) Co-operation with the Department of Veterans Affairs in their campaign for the employment of older veterans is maintained. This co-operation especially applies to the Corps of Commissionaires. Initial recruiting for the Corps, both of jobs and prospective Corps members, is assisted by the National Employment Service and the Department of Labour.

These are some of the steps that have been taken by the National Employment Service of the Unemployment Insurance Commission:—

(1) The middle-aged or mature applicant with a special trade or skill and in reasonably good health is dealt with in the normal manner in the general placements section of the office. In other words, age is not a factor here and the applicant is dealt with under regular procedures.

2. Where age itself is the main difficulty in obtaining employment, such applicants are referred to the special placements unit for a counselling interview. After counselling, in which agreement is reached on possible suitable types of jobs, these applicants are returned to the general placements officer for selection and referral.

(3) Applicants whose age is coupled with a disability are counselled in the special placements unit, given an occupational classification, retained, and, if possible, placed by the special placements officer. These applicants are regarded as needing more individual attention because of what might be regarded as a double employment handicap, age plus disability.

(4) Counselling is on an entirely voluntary basis and no applicant is coerced into accepting the services of a counsellor. Special placements sections or units have been established in all offices in the larger centres; provide the counselling service and, except in those instances where physical disability is coupled with the age factor, the applicant is returned to the general placements side of the office for attention, following the counselling process.

(5) The Federal Department of Labour film dealing with certain aspects of the older worker problem ("Date of Birth") has been used by local offices as a basis for a community campaign and the film has been shown extensively throughout Canada. Showings have been made to service clubs, Boards of Trade, labour groups and others, in addition to which there has been considerable newspaper publicity, apart from radio programs and other promotional efforts on behalf of older workers. It is felt that local campaigns and community effort to stress the more favourable aspects of older workers and to help to break down some of the employer prejudices are essential, if employment prospects for these applicants are to be improved.

(6) Test units have been set up quite recently in two offices (Montreal and Ottawa) and further units may be established elsewhere, depending on circumstances. These units are not specifically for older workers, but rather for any applicant young or old, for whom testing might be useful. This is an innovation, but these units will be used to assess the abilities and aptitudes of applicants referred to the testing technician.

(7) Local employment committees, particularly in the larger centres where the older workers are more numerous, have discussed and given special study to the older worker problem and have helped in various ways to publicize the need for judging older applicants on their merits and not on age alone.

(8) Officials of the Unemployment Insurance Commission have co-operated with the Department of Labour in a campaign of publicity.

(9) In December 1947, a counselling service for applicants for employment over 45 years of age was set up in Toronto by the National Employment Service. This service was opened on an experimental basis in an effort to help the unemployed older workers in the Toronto area to become re-established in satisfactory employment. The success of this experiment was in many respects remarkable and information gained from it has been passed on to other local offices.

Counselling is based on a study of the applicant's background, experience, ability and hobbies. From this study, an attempt is made to assess those qualities which have the greatest chance of being useful in the world of industry and commerce. Sometimes, counselling has led to an applicant discovering he had marketable ability or skill of which he was previously unaware. This discovery usually results in a renewal of self-confidence and determination which has often helped the applicant to such an extent that he has gone out and found himself a job. The very fact that there exists a service designed especially to aid the older person who is unemployed, is in itself a morale builder.

Generally speaking, there has been no attempt to over-emphasize the importance of older persons to the detriment of other groups; but officers have been encouraged to treat these people as individuals with abilities which employers in the majority of instances can still use and to stress that fitness for employment does not depend so much on calendar age but on the ability of the applicant to do a reasonable day's work.

In its first year of operation, the Toronto experimental Counselling Service interviewed 1,138 persons, who had been unemployed for periods ranging from two weeks to two years. Of the total, 630 secured employment after counselling, of whom 426 found jobs through their own efforts. Of those finding jobs, 266 were in the 45 to 59 age group and *299 were over sixty years of age.*

In this experiment, these men or women were interviewed as often and for as long a time as was necessary to learn their background—their experience, education, hobbies and interests. If necessary, a report on their health was secured from their doctor. They were encouraged to think of new employment possibilities for themselves and they and the counsellor together drew up a list of jobs in which they had a good chance of success.

In a surprising number of cases, the discovery of these possibilities was enough to stimulate the man to find a position for himself. In the other cases, since the Counselling Unit did not make placements, the man was referred to the Local National Employment Service Office. Here a liaison officer put him in touch with job openings specially selected from the employment files as being suitable for his age group.

Only six persons were found to be unemployable. All the others were discovered to be suitable for at least one occupation, and in most cases for more than one—183 were recommended for two jobs, 372 for three, and 338 for four, while two persons were found to have opportunities in eight types of employment. Here are two examples:—

A.B.—((55 years of age). Was an electrical engineer. He was very slight and frail. His physician stated that his health was average in spite of his appearance. After counselling, A.B. expressed the desire to teach in a university. He was advised to send a telegram to three selected universities stating that he was forwarding, that day, his credentials and records. He requested immediate consideration. Two offers of employment resulted.

He accepted one of these, an associate professorship in electrical engineering.

C.D.—(69 years of age). Was a strong and robust man. He had spent 38 years with a large national firm rising from office boy to office manager. Reported to have improved almost every business system with which he was associated. He had been unemployed one year. Our counsellor suggested that he might become a "resurrector of failing businesses". He obtained a job immediately with a small firm engaged in the rapid building of houses. Because of his energy and business experience he vitalized this business. In one month he was appointed a Director of the firm, and four months later became Vice-President!

On May 21, 1949, the officer in charge of the Counselling Service reported on the degree of continuity of employment of those older workers who obtained work after counselling. Here is part of his reply:—

> In keeping with your instructions we have contacted 135 persons (slightly more than 20 per cent) previously reported as having found employment after counselling. In order to be more than fair, we have chosen as our sample the first persons counselled (16 to 18 months ago) reported as being employed. Many of these individuals might reasonably be expected to have changed or lost their jobs in the long intervening period unless they continued to function satisfactorily in them. We are delighted at the large number still employed (90 per cent) and the great number working at the counselled jobs.

Section VI: Further Steps Which Might be Taken

Solutions to the problem of utilization of the older worker potential are all ultimately concerned with:—

(a) Retaining older persons in employment for as long as they are willing and are fit for their normal work or for such alternative work as can be provided.

(b) Removing the obstacles to the recruitment into employment of older persons who are able and willing to do the jobs available.

Here are steps which might be taken:

(1) A statement of national necessity and policy—On the basis of information already known and corroborated both in Canada and abroad by scientists, employers, and placement authorities, it is now possible to draw up a statement of national policy in such form as to be a general guide for all concerned with the subject—individual workers, individual employers, management associations, labour organizations, educationalists, etc.

The value of such a "statement" is not easily assessed, but the possibility arising out of focusing the attention of the leaders of government, industry, labour, educationalists and the general public on the broad issues inherent in the problem, and the ultimate trends of thought and action resulting, should not be underestimated.

An example of the above principle is a memorandum prepared by the U.K. Ministry of Labour and National Service which was endorsed by the National Joint Advisory Council, representing the British Employers Confederation, The Trades Union Congress and the Nationalized Industries. The memorandum may be summed up under two heads: (a) older persons should be retained in employment for as long as they want to continue, provided they are fit for their normal work or for any alternative work which can be provided for them; and (b) there should be no impediment to the recruitment into employment of older persons who are both

able and willing to carry out the jobs available. The memorandum states that "it does not mean that there is any intention of interfering with the present rights of employers or workers; retention of workers beyond what is regarded as normal retiring age should continue to be on a basis of voluntary contract between employer and employed. It does mean that (1) schemes and agreements providing for compulsory retirement at fixed ages should be reviewed and revised; (2) pensions arrangements which require retirement at fixed ages should be reviewed and revised; (3) any practices, agreements or special arrangements which make it difficult or impossible for older persons to be engaged should be reviewed and revised; (4) special working arrangements, hours and conditions of employment should be introduced, where necessary and practicable, to suit the special needs of elderly persons and to enable them to continue longer before retirement; (5) the desirability and practicability of segregating blocks of work for older persons should be investigated; (6) each industry and each individual firm should ensure that its personnel policy and practices are in line with national needs on this matter, and that the policy is understood and applied in practice by those responsible for engaging and retiring workers and staff.

(2) Necessary action which might be assisted by additional endorsation by the leading national management associations and labour congresses to bring about national recognition of the need for:

(a) employers to review their hiring policies and retirement policies to decide whether these policies are realistic in view of present and future labour requirements, both nationally and within industries.

(b) relaxation of retirement regulations to allow employees to continue in their jobs as long as they desire and are fit to carry on.*

(c) widespread adaptation of jobs to the maturing population thereby opening up new fields of employment for the older worker.†

(d) employers to consider where necessary the periodic reassignment of workers permitting the retention of older workers' productivity without danger of contributing to their disability. (In the manner of the Eastman Kodak program.)

(e) the development of community leadership in such matters as 40-plus Clubs, and special arrangements for employment of the older worker, such as can be accomplished by community councils. The community council can do much by capturing the interest of service clubs and other employer and employee organizations.

(f) employers to examine their pension plans to see whether the cost of hiring a percentage of workers in the older age group would materially affect the cost of the plan and whether such cost would not be offset by the services of the workers involved by such features as continuity of employment, lower absenteeism, etc.

(g) surveys by employers to ensure that the jobs not requiring special skills or manual strength are not being held down by younger workers capable of more productive work.

(3) Further research to provide authoritative and practical assistance to the solution of certain questions arising out of other recommendations. For example, the existence of such wide individual differences in ageing emphasize the fallacy of using chronological age for hiring or retiring, and brings up the importance of research to develop quantitative objective tests to determine the fitness of the individual for work or continued work. Successful programs in this and in other matters related to the problem carried out by Canadian firms should be examined and the information made available to all. Also there is need for investigations defining precisely the kinds of jobs most suited to the ageing, etc.

(4) Exploration of the desirability and manner in which geriatric projects could be more extensively developed and made use of in practical ways.

(5) Extension of counselling services provided by the National Employment Service.

(6) Recommendation that the National Advisory Council for the Rehabilitation of the Disabled should give full consideration to the special problem of the older worker disabled by age.

(7) Further extension of the educational and publicity campaign related to current conditions, and any recommendations forthcoming from this examination.

G. G. Blackburn,
Director of Information,
Federal Department of Labour.

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*The Joint Committee of the Senate & House of Commons on Old Age Security—"The Committee believs that increasing emphasis should be placed on efforts to remove from people's minds the idea that there is any set or accepted age for retirement. Each individual in the nation's population should be encouraged to continue as long as possible in gainful employment."

†An analogy to this is the modern trend which sees the breaking down of a highly skilled job into several jobs requiring limited training.

Unemployment among Older Workers

Survey conducted in Belgium revealed that 42 per cent of unemployed men and 19 per cent of unemployed women were over 50 years of age. Unemployment among persons in that age group was found to be growing

Forty-two per cent of the totally-unemployed men in Belgium are past 50 years of age and 19 per cent of the totally-unemployed women are in the same age group, it is reported in an article on unemployment among older workers in that country in the December 1 issue of *Industry and Labour,* published by the ILO.

The results of a census taken in November 1951, of totally-unemployed workers receiving assistance from the National Employment and Unemployment Office reveal the existence of relatively heavy and growing unemployment among older workers. Neither the temporary improvement of 1950 nor the labour shortage in certain trades has produced any improvement.

According to this census, the average duration of unemployment for workers between the ages of 50 and 60 years is more than one year. It is as much as 21 months for unemployed men of 60 years and over.

In an attempt to assess the extent of discrimination against older workers at the time when vacancies are filled, an examination was made of the listed vacancies for one day at the regional office in Brussels. It was found that 80 per cent of the vacancies called for workers under 40 years of age. In some cases the age limits were fixed at 35, 30 and 25 years.

Among the 11 workers who were required to be no older than 40 were a lorry-driver, a fitter, an electrician and a cabinet-maker, as if, the writer of the article points out, applicants over 40 could not be expected to give satisfactory service in these occupations.

No age limit was specified for occupations requiring special skills, such as milling-machine operator, fitter, mechanic, joiner and house-painter. Vacancies for women listed on the same day bore age limits varying from 22 to 35 years. In one case a vacancy for a laundress required a woman under 45 years.

A further inquiry conducted by the National Office among 12 Belgian industries to ascertain the causes of the discriminatory attitude which employers often adopt revealed no definite trends because of the wide range of answers received. However, it was found that, generally speaking, industries employing a large number of skilled workers employ a relatively higher percentage of older workers than the others.

Older workers, the survey showed, are considered unsuitable where heavy work or shift work has to be done. On the other hand, older workers are taken on if they are skilled or possess special abilities. There are distinct differences on these points according to whether men or women are concerned.

Factors telling against older workers included the labour surplus in some areas where employers have ample choice in selecting the workers they need, the lack of mobility of older workers and the general rise in the average age of the population which overcrowds the labour market with workers whose average age tends to rise year by year.

Mechanization of operations does not always seem to result in an increase in the opportunities of employment for older workers, it was found. In many cases the latter have difficulty in adopting themselves to new methods and machines. Similarly, mechanization not only cuts down physical work but also abolishes a number of hand operations requiring a highly skilled labour force. This is particularly so in the linen industry. Employers prefer to recruit girls between the ages of 14 and 16 years who can learn the new mechanized methods of work quickly.

Those features of old age which lead to a lessening in the capacity for muscular work and in the alertness of the senses were considered by managers to be major handicaps. Consequently, the industries in which older workers find jobs are those in which skilled labour is essential but also in short supply among the younger age groups.

The older office worker in Belgium has the most difficulty finding a job, even though this occupation calls for experience due to age. This is because of the overcrowded conditions of the labour market and the contention of employers that the older office worker finds it difficult to adapt himself to new methods of work and that his output is generally lower than that of his younger colleagues. The age limit for most types of office work in Belgium is 35 years.

Wage-Rate Changes in Collective Agreements, First 9 Months, 1952

Almost 97 per cent of 879 collective agreements that became effective during first nine months of 1952 granted increases. Of the 320,000 workers covered, 92 per cent received raises. Thirty-two per cent of them gained raises of from 10 to 15 cents; 27 per cent received more

Wage-rate increases were provided by almost 97 per cent of 879 collective agreements that became effective during the first nine months of 1952 and that were forwarded to the Economics and Research Branch of the Department of Labour. The agreements covered 320,000 workers, 92 per cent of whom received increases. For the remaining eight per cent, wages were unchanged, with the exception of a small group of workers covered by an agreement in which wages were reduced by approximately eight cents an hour.

A breakdown of the increases by five-cent intervals (Table 1) shows that the most frequent increase was in the range of 10 to 15 cents an hour.* Slightly more than 30 per cent of the agreements covering a like proportion of the workers provided increases within this range.

An additional 42 per cent of the agreements provided increases in the categories above 10 to 15 cents but these agreements applied to only 27 per cent of the workers in the survey. About a third of the workers received increases of less than 10 cents.

Reductions in hours of work were called for in 105 of the agreements which provided wage increases. Employees whose hours were reduced numbered 24,270. Under two agreements covering relatively small bargaining units of workers, working hours were increased. Where working hours were reduced, wage changes tended to be greater than the average for all agreements so that take-home pay was maintained and, at the same time, a wage increase provided.

The 879 collective agreements on which the information in this study is based do not represent all agreements received in the Department or negotiated during the period. A further 220 contracts covering 17,111 workers were received and examined but, since these were either entirely new agreements or provided changed wage structures difficult to compare with previous wage scales, they were excluded from the statistical analysis. In addition, a considerable number of agreements, particularly among those negotiated during the later months of the period under review, had not yet been received in the Department.

*For purposes of this survey, wage increases expressed in terms of weekly or monthly rates were converted to cents per hour. In many cases, the agreements did not provide for a uniform increase to all employees; in such cases, the preponderant figure was used in the survey.

TABLE 1.—WAGE CHANGES UNDER COLLECTIVE AGREEMENTS, FIRST NINE MONTHS OF 1952

Distribution of Agreements and Workers Covered by Category of Increase*

Amount of Increase per Hour	Agreements		Workers Covered	
	Number	Per cent	Number	Per cent
No change**	28	3·1	25,541	8·0
0 – 4·9 cents	51	5·8	36,085	11·3
5 – 9·9 cents	154	17·5	71,370	22·3
10 – 14·9 cents	273	31·1	101,784	31·8
15 – 19·9 cents	217	24·7	51,745	16·2
20 – 24·9 cents	98	11·2	18,972	5·9
25 cents and over	58	6·6	14,192	4·5
Totals	879	100·0	319,689	100·0

*Deferred increases becoming effective during period not included.
**Includes one agreement covering six workers which resulted in a wage rate decrease of approximately 8 cents.

In two respects, the increases shown do not represent the total adjustments to wage rates. In the first place, a number of the agreements provided for deferred wage increases in addition to an increase at the time of signing. Of the 879 contracts analysed, 66 covering 47,000 workers made provision for additional increases at specified times during the life of the contract; in 34 of these, affecting 31,000 employees, such increases actually came into effect during the period under review. Account has not been taken of these deferred increases in Tables 1 to 4 but they are shown separately in Table 5.

A second type of wage adjustment not shown in the tables is that provided under cost-of-living "escalator" plans. About 15 per cent of the total agreements examined contained escalator clauses. These applied to almost one-quarter of the employees covered by all the contracts. Such workers may have received wage increases or decreases at different times during the period under review in accordance with fluctuations in the cost-of-living index. Periodic fluctuations in cost-of-living bonuses are not measured in this study, which deals only with changes in basic wage rates as set forth at the renewal of collective agreements.

In each of the first three quarters of the year, a wage advance of between 10 and 15 cents an hour was most frequent (Table 2). There are, however, some differences between quarters. During the third quarter, agreements providing wage increases of 15 cents or more were much less frequent than during the earlier part of the year. In terms of workers covered, an even more pronounced decline occurred in the proportion receiving increases of 15 cents or more. This suggests that there was a downward trend in the amounts of wage increases during the later months of the

TABLE 2.—WAGE CHANGES UNDER COLLECTIVE AGREEMENTS

First Three Quarters of 1952*

Amount of Increase per Hour	First Quarter		Second Quarter		Third Quarter		Totals	
	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered
No change	17**	6,968	8	2,485	3	16,088	28	25,541
0 – 4.9 cents	27	15,723	19	19,440	5	922	51	36,085
5 – 9·9 cents	74	16,049	60	45,526	20	9,795	154	71,370
10 – 14·9 cents	116	25,906	114	60,334	43	15,544	273	101,784
15 – 19·9 cents	99	17,333	104	31,759	14	2,653	217	51,745
20 – 24·9 cents	55	13,380	33	3,705	10	1,887	98	18,972
25 cents and over	32	11,014	22	2,417	4	761	58	14,192
Totals	420	106,373	360	165,666	99	47,650	879	319,689

*Deferred increases becoming effective during period not included.
**Includes one agreement covering six workers which resulted in a wage rate decrease of approximately 8 cents.

TABLE 3.—WAGE CHANGES UNDER COLLECTIVE AGREEMENTS

First 9 Months of 1951 and 1952*

(Omits agreements not providing an increase)

Year	Amount of Increase per Hour	Agreements		Employees	
		No.	%	No.	%
1951	Less than 10 cents	459	31	136,343	31
	10 – 14·9 cents	516	34	142,895	33
	15 cents and over	528	35	154,617	36
		1,503	100	433,855	100
1952	Less than 10 cents	205	24	107,455	36
	10 – 14·9 cents	273	32	101,784	35
	15 cents and over	373	44	84,909	29
		851	100	294,148	100

*Deferred increases becoming effective during period not included.

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TABLE 4.—WAGE CHANGES UNDER COLLECTIVE AGREEMENTS

By Industrial Groups

First 9 Months of 1952*

Amount of Increase Per Hour	Manufacturing		Construction		Transportation and Communication		All Others		Totals	
	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered
No Change	13	6,571	2	137	5	343	8	18,490	28	25,541
0– 4·9 cents	32	26,397	1	70	2	32	16	9,586	51	36,085
5– 9·9 cents	81	38,508	2	330	22	11,735	49	20,797	154	71,370
10–14·9 cents	114	31,207	35	10,993	63	40,940	61	18,644	273	101,784
15–19·9 cents	66	6,567	49	14,871	51	18,592	51	11,715	217	51,745
20–24·9 cents	35	7,842	23	4,161	15	2,253	25	4,716	98	18,972
25 cents and over	14	1,887	15	2,364	8	1,542	21	8,399	58	14,192
Totals	355	118,979	127	32,926	166	75,437	231	92,347	879	319,689

* Deferred increases becoming effective during period not included.
** Includes one agreement covering six workers which resulted in a wage rate decrease of approximately 8 cents.

TABLE 5.—DEFERRED WAGE RATE INCREASES

Deferred Wage Rate Increases Coming into Effect During the First Nine Months of 1952 in Collective Agreements Received in the Department of Labour and Becoming Effective During the Same Period

Amount of Increase Per Hour	Manufacturing		Construction		Transportation and Communication		All Others		Totals	
	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered
0– 4·9 cents	10	18,080	2	315	.....	.....	2	168	14	18,563
5– 9·9 cents	3	1,643	3	720	1	485	4	8,710	11	11,558
10–14·9 cents	1	22	1	135	2	18	2	151	6	326
15–19·9 cents	.....	.....	1	28	.....	.....	.....	.....	1	28
20–24·9 cents	.....	.....	1	30	.....	.....	.....	.....	1	30
25 cents and over	.....	.....	1	140	.....	.....	.....	.....	1	140
Totals	14	19,745	9	1,368	3	503	8	9,029	34	30,645

period. However, it should be borne in mind that the data are incomplete for the second and, more especially, the third quarters, and that a very few contracts, applying to large bargaining units of workers in which comparatively small wage settlements were obtained, tended to exert a strong downward influence in terms of workers covered during the later months.

Wage-rate increases bargained during the first three quarters of 1952 showed a similar trend to those bargained during the first three quarters of 1951 (Table 3). It will be noted, however, that, of the agreements received in the Department, a greater proportion provided increases of 15 cents and over in 1952 than in 1951. On the other hand, a smaller proportion of the workers covered received these larger increases in 1952 than in the previous year. Comparisons between the two years, however, should be made with caution in view of the incomplete nature of the data.

A breakdown of the 1952 figures by industrial groups (Table 4) shows considerable variation in the wage changes in these groups. It will be noted that increases tended to be higher in the construction, transportation and communication industries than in the manufacturing industries. In construction, increases in the 15-20-cent range were the most frequent, both in terms of numbers of agreements and numbers of workers covered.

On the other hand (*See* Table 5), most of the workers who received deferred wage increases were in manufacturing. Therefore, taking into account total raises during the nine months would improve the position of manufacturing relative to the other industries. Because the wage information used in this study was compiled by 5-cent ranges rather than by exact amounts, it has not been possible to combine the deferred-rate changes with the original increases in these agreements to get exact total increases during the period. Obviously, the addition of these deferred wage raises would tend to increase somewhat the proportions of contracts and workers to which the higher ranges apply while reducing the proportions in lower ranges.

Collective Agreements in the Canadian Manufacturing Industries

Department of Labour surveys 564 labour-management agreements all in effect in 1952, for frequency of appearance of certain items and the methods used to deal with certain subjects, such as union membership, check-off of union dues, length of work week, overtime and holidays

Variations in the contents and form of labour-management agreements are great, since such agreements reflect the results of bargaining carried on under widely differing circumstances. An analysis of the main characteristics of collective agreements, as shown in a sample of 564 of the more than 3,000 contracts in Canadian manufacturing industries at present on file, has been made by the Economics and Research Branch of the Department of Labour.*

The agreements examined, which were all in effect in 1952, were selected from all sections of the manufacturing industries. In selecting the sample, consideration was given to contracts signed by the various unions active in each industry; to geographical representation; and to the size of bargaining units. A distribution of the agreements analysed is shown by industry in Table I, by region in Table II, and by size of the bargaining unit in Table III.

Some of the agreements included in the survey are lengthy and complex; others are short and deal with only a few items; still others contain only statements of general policy. The omission of some items from an agreement does not necessarily mean, however, that the items do not apply to the workers covered. They may be in

*For more detailed analyses of certain subjects commonly included in collective agreements, *see* "Cost-of-Living Escalator Clauses", L.G., Dec. 1951, p. 1633; "Arbitration Provisions", L.G, March 1952, p. 289; "Termination Dates", L.G., April 1952, p. 442; and "Grievance Procedures", L.G., May 1952, p. 601.

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Table I.—AGREEMENTS AND NUMBER OF WORKERS COVERED BY INDUSTRY

	Number of Agreements	Number of Workers Covered
Foods and beverages	60	27,900
Tobacco and tobacco products	5	3,400
Rubber products	13	10,200
Leather products	20	2,900
Textile products	46	29,700
Clothing	44	33,300
Wood products	33	25,400
Paper products	45	24,400
Printing and publishing	26	6,600
Iron and steel products	102	60,900
Transportation equipment	74	53,300
Non-ferrous metal products	21	20,900
Electrical apparatus & supplies	30	28,700
Non-metallic mineral products	17	4,700
Products of petroleum & coal	6	3,200
Chemical products	16	6,100
Miscellaneous manufacturing	6	1,500
	564	343,100

effect as a result of legislative requirements, individual company policy, or generally accepted practices in the plant.

The frequency with which different items are found in the agreements is shown in Table IV. Some items, such as rest periods or apprenticeship plans, are found infrequently; others, such as wages, seniority, grievance procedures, hours of work and union security, are, as can be expected, regularly included.

The survey shows considerable uniformity in the manner of dealing with certain subjects. For example, the great majority of the clauses dealing with duration indicate that the agreement is to be in effect for a one-year period. Similarly, most agreements are renewed automatically for another year unless notice is given, either by labour or by management, of a desire to negotiate contract changes. Only in bargaining units of a thousand or more employees are agreements of more than one year's duration common.

For most of the workers in the sample, there is no provision in their agreements requiring **union membership** as a condition of employment. On the other hand, the largest number of workers under contracts which do have something to say on the subject are required only to keep up their membership, once having joined the union, on penalty of loss of employment, under a **maintenance of membership** clause.

It is the exceptional case where the worker is required to be a union member before he is hired, i.e., the closed shop. Although such a requirement appears in about one contract in eight, these contracts cover small groups of workers. But, when working on a good many jobs covered by **union shop** clauses in the contracts examined, the employee would need to join the union soon after securing employment. According to Table IV, five out of every ten workers under those agreements which deal with union membership would be in the first and most common position of maintenance of membership; four would be required to join the union shortly after securing employment under the terms of union shop or modified union shop agreements; and the remaining worker would have had to be a union member before he was taken into the closed shop, or at least as a union member he would receive preference in hiring.

Any workers wishing to join the union would be readily accepted according to a clause appearing in many of the contracts examined. This clause states that the union will accept employees into membership without **discrimination** of any kind. Most of the other contracts contain clauses designed to encourage union membership or facilitate the business of the union, which appear to pre-suppose the readiness of unions to accept new workers into membership.

The only item commonly found in the contracts examined which affects the workers' actual conditions of membership deals with the **check-off** of union dues. Eight workers out of every ten can have their union dues deducted from their pay and transferred to the union by their employers. For three of these eight workers, the plan is compulsory; but the majority, under a **voluntary check-off** clause, make their own decision on this matter.

Of the agreements examined which deal with the **work week,** a five-day week is the most common arrangement, affecting about half the workers covered by all agreements examined. One in every ten of the contracts makes no reference to the hours of work and an additional one in ten indicates hours which vary in different parts of the plant or according to the seasons of the year.

Variations in the number of hours worked appear to be related, in part at least, to the size of the bargaining unit.* Although a 40-hour week is common for the workers under the agreements, there is a tendency towards longer hours in bargaining units of

**See also* "Normal Work Week Analysed by Size of Establishment", L.G., Jan. 1953, p. 40.

Table II.—GEOGRAPHICAL DISTRIBUTION OF AGREEMENTS AND WORKERS COVERED BY THEM

	Agreements		Workers	
	Number	Per Cent	Number	Per Cent
Maritimes	38	7	15,500	5
Ontario	243	43	157,600	45
Quebec	151	26	101,400	30
Prairies	54	9	10,300	4
British Columbia	70	13	38,200	10
More than one province	8	2	20,100	6
	564	100	343,100	100

fewer than 1,000 employees as compared with those of larger size. Over two-thirds of the contracts affecting workers in groups of fewer than 1,000 indicate a longer work week, whereas close to half the contracts in the larger units provide for a 40-hour week. However, an interesting exception to the tendency towards longer hours in smaller bargaining units occurs in the case of very small groups of fewer than 100 workers, where more than one-third of the contracts provide a 40-hour week.

A worker employed **overtime** beyond his regular hours is usually paid at the rate of time and one-half. Only one worker out of every five under the contracts examined is treated otherwise, and he is most likely to be paid at the rate of time and a quarter. A negligible proportion of the contracts fail to provide for an overtime premium.

Although the rate of overtime payment is thus fairly uniform among the contracts examined, there is a basic difference in the possible methods of its computation. About half the contracts provide that overtime premium rates are payable for all hours worked beyond the daily schedule. The remainder provide for payment of overtime after weekly hours. In the latter case, however, calculation of overtime is usually permitted on a daily basis, if it benefits the employee. Fewer than 10 per cent of the agreements adhered strictly to the weekly criteria. Where mentioned in the contracts (in cases where the plant is on a five-day week), work on Saturday is also paid for at increased rates, usually time and a half. Sunday work, however, is more frequently the subject of contract clauses and payments are almost equally divided between double time and time and a half.

In addition to hours of work, most agreements examined have something to say on leisure time. This takes the form of clauses on **statutory holidays** and **vacations** with pay. Almost all the workers under the agreements examined received five or more statutory holidays in the year. In addition, in over 85 per cent of the cases, all or some of these holidays were paid for at the regular rates of pay. The employee called to work on a paid statutory holiday will most often be paid double time or double time and one-half. Annual vacations with pay vary from one to three weeks, depending on the length of service.

Almost all the agreements examined set forth the role **seniority** is to play in determining who is to receive available jobs. For 90 per cent of the workers, their position on a list of employees arranged according to length of service influences the likelihood of their being laid off, re-hired or promoted. The extent to which a worker's accumulated seniority may be balanced against his skill and ability is the subject of considerable variation, both in the wording of contract clauses and in their interpretation.* This is one of the more important problems in contract administration and frequently gives rise to the use of grievance procedures.

Practically all the agreements include grievance procedures. (*See* LABOUR GAZETTE, May 1952, p. 601.)

Seniority provisions vary also in terms of the units included. Some include all the workers in a company; others are department- or plant-wide. The most popular plan, in terms of workers covered, combines plant and departmental seniority. Some seniority lists also separate the men and the women at the plant.

Wage provisions are common to most of the agreements examined and 90 per

*An article on seniority clauses in collective agreements is in process of preparation and will appear in a forthcoming issue of the LABOUR GAZETTE.

Table III.—DISTRIBUTION OF AGREEMENTS BY SIZE OF BARGAINING UNIT COVERED

	Agreements		Workers	
	Number	Per Cent	Number	Per Cent
Under 100	162	29	8,300	3
100 and under 300	153	27	28,400	8
300 and under 500	92	16	33,800	10
500 and under 1000	77	14	53,100	16
1000 and under 2500	53	9	75,800	21
2500 and under 5000	15	3	53,200	15
5000 and over	12	2	90,500	27
	564	100	343,100	100

cent of them list the actual wage rates. These provisions take various forms, including any indication of a general wage change and a statement of the minimum wage. In Table IV, the only such clauses included are those indicating wage adjustments during the life of the agreements. Such clauses are included in only about one-quarter of the agreements but these are agreements for large bargaining units and cover almost half the workers in the sample. Formal plans linking wages to the cost of living or some other factor are the most popular feature, although almost as numerous are re-opening clauses which permit bargaining at some future date.

Many other types of clauses are included in the Canadian manufacturing agreements. Three per cent of the contracts have monthly or weekly wage guarantees; five per cent outline a bonus plan; 30 per cent have an apprenticeship plan. Many other types of clauses which appear in varying numbers of the agreements could be cited. The incidence of many such clauses is shown in Table IV.

Table IV.—PROVISIONS OF AGREEMENTS IN CANADIAN MANUFACTURING INDUSTRY, 1952

(564 agreements, covering 343,100 workers)

Provisions	Agreements		Workers Covered	
	Number	Percent of Total	Number	Percent of Total
Length of period agreements are to be in force:				
Less than 1 year	28	5	26,200	8
1 Year	433	77	196,100	57
More than 1 but less than 2 years	25	4	39,400	12
2 years	52	9	56,100	16
More than 2 years	21	4	24,200	7
Indefinite	5	1	1,100	.....
Provisions for renewal of agreements:				
Year to year, subject to notice by either party	414	73	258,000	75
To remain in effect for a specified period if no notice of changes given by either party	36	7	29,400	9
Indefinite but subject to notice by either party	47	8	15,300	4
Other	32	6	24,100	7
No provision	35	6	16,300	5
Employer units signing agreements:				
One employer for one establishment	444	78	191,800	55
One employer, but agreement covers more than one establishment	48	9	85,000	25
General employers signing the same agreement, but all signing independently	40	7	33,100	10
Associations of employers	31	6	32,900	10
Associations of employers together with some independent employers	1	.....	400	.....
Employees covered by agreements:				
All employees	27	5	13,900	4
All employees except supervisory or office staff	401	72	275,300	80
All employees except craft units	2	.....	700	.....
Specific craft or occupation	41	7	5,000	2
Office employees only	12	2	3,100	1
Division of establishment	17	3	3,000	1
Other	41	7	29,600	9
No provision	23	4	12,600	3

Table IV.—PROVISIONS OF AGREEMENTS IN CANADIAN MANUFACTURING INDUSTRY, 1952—*Continued*

Provisions	Agreements		Workers Covered	
	Number	Percent of Total	Number	Percent of Total
Union security:				
Closed shop	69	12	29,600	8
Union shop:				
combined with preferential hiring	17	3	11,400	3
for all eligible employees	55	10	18,100	5
for new employees	7	1	1,700	.....
for new employees combined with maintenance of membership	60	11	29,300	8
for new employees combined with maintenance of membership and preferential hiring	8	1	6,900	2
Maintenance of membership:				
without other provision	67	12	53,700	16
*combined with union shop for new employees	60	11	29,300	8
combined with preferential hiring	17	3	6,600	1
*combined with union shop for new employees and preferential hiring	8	1	6,900	2
Preferential Hiring only	7	1	1,000	3
Union recognition only	241	43	176,800	51
Union mentioned only	10	2	5,400	2
Union not mentioned in body of agreement	6	1	2,600	1
Union status—special privileges in establishment:				
Union officials to have access to premises of employer:				
access only	47	8	15,600	5
access and employer to encourage employees in joining union	3	.....	1,600	.....
access and use of bulletin boards	33	6	17,400	5
Employer to encourage union membership	7	1	6,600	2
Employer to encourage union membership, and union to have use of bulletin boards	11	2	7,600	2
Union membership to be open to all workers	7	1	6,100	2
Use of bulletin boards only	255	45	167,300	49
Use of union label or shop card	9	2	1,200	.....
Other	48	9	64,200	19
No provision	144	26	55,500	16
Check-off:				
Voluntary but irrevocable	124	22	77,400	22
Voluntary and revocable	89	16	59,300	17
Voluntary, but not stated whether revocable or irrevocable	61	11	33,100	10
Voluntary for old employees but compulsory for employees hired after signing of agreement	11	2	30,700	9
Compulsory for union members	11	2	6,800	2
†Rand Formula	12	2	16,600	5
**Modified Rand Formula	48	8	38,100	11
Compulsory for all employees combined with closed or union shop	30	5	14,000	4
Other	21	4	12,600	4
No provision	157	28	54,500	16
Daily hours:				
Less than 8 hours	16	3	3,000	1
8 hours	276	49	198,700	58
More than 8 but less than 9 hours	37	7	15,300	5
9 hours	94	16	42,100	12
More than 9 but les than 10 hours	8	1	1,600	.....
10 hours and over	12	2	4,400	1
Other, including variations in hours for different jobs or departments, or with seasons, or no information	121	22	78,000	23
Weekly hours:				
Less than 40 hours	13	2	2,900	1
40 hours	167	30	151,500	44
More than 40 but less than 44 hours	32	6	14,000	4
44	53	9	27,700	8
45	85	15	31,600	9
More than 45 but less than 48 hours	5	1	1,400	.....
48	75	13	40,100	12
More than 48	26	5	9,300	3
Other, including variations in hours for different jobs or departments, or with seasons, or no information	108	19	64,600	19
Working days within the week:				
5-day week	310	55	213,800	62
5½-day week	76	14	28,000	8
6-day week	58	10	35,700	11
Other, including variations in working days for different jobs or departments, or with seasons, or no information	120	21	65,600	19
Paid meal periods for shift workers:				
20 minutes	14	2	28,900	9
30 minutes	26	5	4,300	1
Other duration	10	2	14,900	4
No provision	514	91	295,000	86

* Also counted under union shop.

† Compulsory check-off for all workers, whether union members or not, with penalties for violation of no-strike clause and certain other conditions.

** As above, with penalty clause or some other condition omitted.

Table IV.—PROVISIONS OF AGREEMENTS IN CANADIAN MANUFACTURING INDUSTRY, 1952—*Continued*

Provisions	Agreements		Workers Covered	
	Number	Percent of Total	Number	Percent of Total
Rest periods:				
10 minutes:				
for all employees once a day	12	2	6,400	2
for all employees twice a day	119	21	71,800	21
for female employees only twice a day	3	1	1,900	1
15 minutes:				
for all employees once a day	7	1	7,100	2
for all employees twice a day	12	2	4,000	1
for female employees only twice a day	1	.....	100	.....
Other	14	3	9,600	3
No provision	396	70	242,200	70
Overtime after daily or weekly hours:				
Time and a quarter:				
after standard hours per day	2	.....	300	.....
after standard hours per day and per week	2	.....	800	.....
after standard hours per week	1	.....	200	.....
for specified number of hours; higher rate thereafter	3	1	1,900	1
for work outside designated hours	2	.....	100	.....
Time and a half:				
after standard hours per day	131	23	77,700	24
after standard hours per day and per week	141	25	140,100	40
after standard hours per week	52	9	21,000	6
for work outside designated working hours	52	9	20,500	6
for specified number of hours; higher rate thereafter	82	15	31,100	9
Double time:				
after standard hours per day and per week	1	.....	100	.....
Straight time:				
or compensatory time off	5	1	500	.....
for short period before the following rate is applicable:				
time and a half	6	1	8,500	3
double time	1	.....	100	.....
Other, including varying rates or combination of provisions	65	12	36,700	10
No provision	18	4	3,500	1
Overtime on Saturday or alternative sixth day in week:				
Time and a half	114	21	110,500	32
Double time	6	1	1,700	1
Regular pay in morning, time and a half in afternoon	23	4	13,200	4
Time and a half in morning, double time in afternoon	39	7	5,300	2
Work prohibited	8	1	11,900	3
Compensatory time off	2	.....	1,000	.....
Other	24	4	10,000	3
No provision	348	62	189,500	55
Overtime on Sunday or alternative seventh day in week:				
Time and a quarter	1	.....	200	.....
Time and a half	188	33	175,700	51
Double time	192	34	72,200	21
Compensatory time off	2	.....	200	.....
Provisions vary for different jobs or departments	3	1	2,000	1
Other	20	4	8,900	3
No provision	158	28	83,900	24
Statutory holidays observed:				
4 or less	25	4	10,900	3
5 to 7	140	25	113,500	33
8 or more	365	65	203,300	59
Provisions vary for different jobs or departments	5	1	2,200	1
Number not stated	16	3	11,000	3
No provision	13	2	2,200	1
Statutory holidays paid for when not worked:				
4 or less	99	17	43,400	13
5	39	7	21,400	6
6	88	16	71,400	21
7	50	9	23,500	7
8 or more	197	35	132,600	39
Provisions vary for different jobs or departments	19	3	7,100	2
Number not stated	5	1	600	.....
No provision	67	12	43,100	12
Pay rates for work on unpaid holidays:				
Time and a quarter	2	.....	900	.....
Time and a half	145	26	116,000	34
Double time	85	15	23,700	7
More than double time	1	.....	100	.....
Rates vary for different holidays	3	.....	1,900	1
Straight time or compensatory time off	4	1	1,600	.....
Other	10	2	9,500	3
No provision	314	56	189,400	55

Table IV.—PROVISIONS OF AGREEMENTS IN CANADIAN MANUFACTURING INDUSTRY, 1952—*Continued*

Provisions	Agreements		Workers Covered	
	Number	Percent of Total	Number	Percent of Total
Pay rates for work on paid holidays:				
Time and a half	3	.....	1,000	.....
Double time	247	44	130,100	38
Double time and a half	135	24	105,300	31
Triple time	11	2	7,100	2
Compensatory time off	6	1	2,400	1
Time and a half in addition to compensatory time off	13	2	9,800	3
Double time in addition to compensatory time off	5	1	2,000	1
Other	24	4	22,000	6
No provision	120	22	63,400	18
Paid vacations:				
Length of vacation same for all employees:				
1 week or less	30	5	9,600	3
more than 1 but not over 2 weeks	54	10	21,100	6
more than 2 weeks	2	.....	300	.....
Length of vacation varies with length of service:				
maximum of more than 1 but not over 2 weeks	198	35	94,900	28
maximum of more than 2 weeks	170	30	147,900	43
Bonus in lieu of vacation	2	.....	500	.....
To conform to provincial legislation	26	5	11,300	3
Other	63	11	48,200	14
No provision	19	4	9,300	3
Wage differentials for women and boys:				
Equal pay for equal work (also see footnote)	33	6	27,500	8
Lower hiring rates for women and/or boys	40	7	15,600	5
Special job classifications for women and/or boys	74	13	29,900	9
Lower rates for women and/or boys in the same job classifications as men	11	2	11,300	3
*Combination of any or all of above provisions	75	13	63,000	18
No provision	331	59	195,800	57
General wage adjustments during life of agreement:				
Cost-of-living escalator clause:				
upward revisions only	15	3	11,400	3
upward or downward revisions	17	3	9,600	3
upward or downward revisions, but floor established on downward revisions	25	4	59,300	17
Adjustments related to factors other than the cost of living	11	2	6,700	2
Re-opening clauses if cost-of-living changes	14	3	16,300	5
Re-opening permitted at specified periods	37	7	19,700	6
Re-opening at any time on notice	8	1	3,300	1
Other	30	5	28,300	8
No provision	407	72	188,500	55
Guaranteed earnings:				
Annual work or wage guarantee	2	.....	600	.....
Weekly work or wage guarantee	9	2	1,500	1
Monthly work or wage guarantee together with minimum call pay	6	1	4,100	1
Weekly work or wage guarantee together with minimum call pay	11	2	10,700	3
Minimum call pay	335	59	243,000	71
No provision	201	36	83,200	24
Profit-sharing:				
Profit-sharing plan	3	.....	900	.....
Profit-sharing plan and bonus plan combined	1	.....	500	.....
Bonus plan	27	5	22,300	7
No provision	533	95	319,400	93
Dismissal pay:				
Maximum of one week's pay	3	.....	1,600	.....
Maximum of more than one but not over two weeks' pay	5	.....	1,600	.....
Maximum of more than two weeks' pay	3	.....	1,400	.....
Other	3	.....	5,500	.....
No provision	550	.....	333,000	.....
Apprenticeship:				
Apprenticeship, with wage rates specified:				
2 years	5	1	2,900	1
over 2 but not more than 4 years	39	7	31,100	9
over 4 years	26	5	10,000	3
varying lengths of time	23	4	12,000	4
Apprenticeship, with no wage rates specified:				
2 to 4 years	4	1	2,600	1
over 4 years	3	.....	1,100	.....
varying lengths of time	1	.....	500	.....
Apprenticeship, but length of term not stated	69	12	65,100	19
No provision	394	70	217,800	63

* These agreements include 28, affecting 44,078 employees, which have an "equal pay for equal work" provision.

Table IV.—PROVISIONS OF AGREEMENTS IN CANADIAN MANUFACTURING INDUSTRY, 1952—*Concluded*

Provisions	Agreements		Workers Covered	
	Number	Percent of Total	Number	Percent of Total
Seniority unit:				
Craft or occupation	10	2	3,200	1
Department-wide	70	12	29,400	9
Plant-wide	25	4	9,600	3
Company-wide	42	8	13,900	4
Combination of plant and department	101	18	107,400	31
Separate seniority lists for men and women	6	1	1,300	.....
Seniority mentioned but unit not stated	133	24	50,100	15
Other	92	16	90,900	26
No provision	85	15	37,300	11
Seniority recognition:				
In lay-offs only	21	4	7,400	2
In promotions only	17	3	4,600	1
In re-hiring only	2	.....	600	.....
In lay-offs and promotions	41	7	26,200	8
In lay-offs and re-hiring	44	8	20,100	6
In promotions and re-hiring	2	.....	1,300	.....
In lay-offs, promotions and re-hiring	264	47	173,600	51
In choice of vacations and/or work	6	1	600	.....
Combination of choice of vacations and/or work with one or more of the above items	82	15	71,400	21
No provision	85	15	37,300	11

Canadian Chamber of Commerce Presents Brief to Government

Urges increased immigration, with a population target for Canada of 30 million by 1975. Policy declarations and resolutions also deal with employer-employee relations, taxation, health services, housing

An immigration program calling for "more immigrants than are currently being admitted" and with a population target of 30 million by 1975 was urged by the Canadian Chamber of Commerce in a brief presented to the federal Cabinet January 20. The 1951 rate of immigration, the brief stated, would bring into Canada fewer than five million persons in 25 years and would not make it possible to reach the 30-million goal.

The Chamber called for a "more aggressive" program for the distribution of information in the countries from which it is desirable that future Canadian citizens should come.

"Deploring" the small percentage of immigrants from Great Britain and France, the Chamber requested the federal Government to put forth every effort to increase immigration from these countries.

The brief, presented by a delegation headed by the Chamber's President, Lewis W. Simms, of Saint John, N.B., contained policy declarations and resolutions approved by the Chamber at its annual meeting in October. Subjects dealt with included employer-employee relations, immigration, public finance and taxation, radio and television, St. Lawrence seaway and power project, voting procedures, aid to underdeveloped countries, decentralization of industry, health services and housing.

Employer-Employee Relations

Harmonious industrial relations are essential to the maintenance of a high standard of living, the Chamber re-stated. "In their turn, harmonious relations depend upon a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve."

While legislation, the Chamber continued, cannot in itself ensure good relations, it can exert "a powerful influence, either for good or evil". It should recognize that "both employees and employers have responsibilities as well as rights and should maintain a just and

proper balance between the rights and responsibilities of employees on the one hand and those of employers on the other. Within this framework employers and employees should be left the maximum freedom to work out their common problems without government intervention."

Stating that the democratic liberties of the citizen must be protected at all times, the Chamber declared, "it is the right of every individual freely to elect and follow the vocation of his choice regardless of his membership or non-membership in a labour union or employees' organization."

In again voicing support of the principle of collective bargaining, the Chamber expressed the view that once an agreement is reached both parties should be equally responsible under the law for the faithful observance of its terms. Reiterating opposition to any legislation or provisions in collective agreements which, in effect, would enable employers or labour unions "to exercise a coercive monopoly" over either group or the public, the Chamber declared its opposition "therefore, to the principle of industry-wide bargaining."

While the legal requirements with respect to strikes are being carried out in large measure, the occasions where illegal strikes occur are too numerous, the Chamber stated. It deplored "violations of agreements through slow-downs and other obstructive tactics and the disregard of the law on the occasion of too frequent strikes and lockouts."

Management representatives—including foremen and supervisors—should be excluded from certified bargaining units, the Chamber stated; it proposed that a provision to this effect should be incorporated in any labour legislation.

Public Finance and Taxation

Recommendations on public finance and taxation included the following: government expenditures to be kept down to a minimum; appointment of a Royal Commission to study the economical and efficient administration of government departments; expansion of social security measures only as increase in the national wealth warrants; equal taxation of all business enterprises, whether corporation, co-operative privately-owned or publicly-owned; the retroactive principle in new taxation legislation to apply only when its effect is to lessen the burden of taxation.

Corporation taxes, repeal of the deferred depreciation provision, succession duties and municipal grants were also subjects of recommendations.

Health Services

The Chamber announced its intention to conduct a study, through its secretariat and member boards and chambers, of the need for a health service program and to determine its form, cost and the manner of its integration into the private enterprise system.

Housing

Stating that housing is still one of the problems of the expanding Canadian economy, the Chamber requested the federal Government to "liberalize the present restrictive forces in the making of loans to individual home builders and to take all possible steps in conjunction with private organizations to meet housing shortages wherever they exist."

Radio and Television

The Chamber proposed the establishment of an independent body with minimum essential regulatory powers over radio and television.

It also restated the belief "that the development of television in Canada should not be confined to any governmental agency or corporation but should be developed as freely and rapidly as possible by private capital as well, consistent with such technical limitations as may exist."

Voting Procedures

The single alternative vote, the Canadian Chamber believes, is "the method best suited to bring about the election of the most acceptable candidates." The Chamber's brief requested an amendment to the Dominion Elections Act to provide for this method. This method of voting, the Chamber explained, would permit a voter to indicate on the ballot paper first, second and subsequent choices. Votes of the candidates receiving the fewest would be distributed among the other candidates up to the point where one candidate would have an absolute majority of the votes cast.

Other Resolutions

Aid to Under-developed Countries

A resolution urged the federal Government to take steps to make more widely known to the Canadian people the nature and objectives of Canada's participation in the United Nations and Colombo Plans for giving technical aid to under-developed nations and "to stress the importance of an adequate Canadian share in such measures as an integral part of the defence or extension of democratic values."

St. Lawrence Seaway

Commending the federal Government on its decision to proceed with the construction of the St. Lawrence seaway and power project, the Chamber urged that it be proceeded with as early as possible. It also voiced support of the principle of a toll levy on all shipping using the seaway.

Public Holidays

The proposal to hold federal statutory holidays on the nearest Monday finds favour with the Chamber. A resolution expressing approval of the principle excepted Christmas Day, New Year's Day, Good Friday and Dominion Day.

Employment of Physically-Handicapped

The Chamber urges employers to co-operate as far as their conditions permit in the placement in suitable jobs of physically-handicapped workers.

National Film Board

National Film Board operations should not extend into fields adequately served by private enterprise, the Chamber stated. It recommended amending the Film Act to make it no longer necessary for federal Government departments to secure their films through the National Film Board.

International Convention on Fisheries

Ratification of the International Convention for the High Seas Fisheries of the North Pacific Ocean at the earliest possible opportunity was urged.

Decentralization of Industry

Recording approval of the policy of decentralization of industry, the Chamber recommended the placing of defence orders by the federal Government geographically, as far as possible, for security reasons.

Results of Survey of Working Conditions of Young Workers in Quebec are Published

Investigation made by *Jeunesse Ouvrière Catholique* into the academic standing, occupations, wages, hours and other working conditions of 925 young workers in some 100 working-class parishes in the province

The report of a comprehensive investigation during 1950 and 1951 by the *Jeunesse Ouvrière Catholique* (Young Catholic Workers) among 925 young workers in some 100 working-class parishes in Quebec province has been published by *L'Action catholique ouvrière* (Catholic Labour Action).* The academic standing, occupations, safety and working conditions of the young workers was surveyed.

Almost half (45·6 per cent) of them, the inquiry showed, had left school before reaching Grade VIII, 43·4 per cent had no trade, 30 per cent considered their work dangerous, 77·7 per cent had had no medical examination before being hired and almost 20 per cent received no annual vacations. Their average weekly wage was $28.36 and their average work week 49·4 hours.

The average age of the young workers questioned was almost 20 years—19.92. Replies were received from 37 youths under 16 years, from 81 aged 16, 129 aged 17, 139 aged 18, 141 aged 19, 96 aged 20, 98 aged 21, 60 aged 22, 53 aged 23, 35 aged 24 and 56 aged 25 years.

In addition, the replies also varied according to the father's profession and the occupations of the young workers themselves. The great majority—75 per cent of the young workers questioned—came from working-class families. As for their occupations, 19·1 per cent were labourers, 24·3 per cent worked in factories, 14·9 per cent had a specialized trade, 17·1 per cent were apprentices, 12·4 per cent were doing general office work, 6·9 per cent were engaged in selling, business, trade or insurance, 1·9 per cent were in business on their own account and 3·4 per cent held other jobs.

According to the investigation, the average age at which the youths started to work was 16·24 years. A 1947 inquiry gave this figure as 15·82. Of 821 young workers who answered the question, 416 (50·6 per cent) started to work at the age of 15 or under, 70·1 per cent at 16 or under.

*Inquiry into the Professional Lives of Young Workers in the province of Quebec, *L'Action catholique ouvrière*, Montreal, Vol. II, No. 9, October 1952.

The young workers were asked five questions with a view to obtaining an accurate idea of their academic standing. Out of 909 young workers who answered, 904 said that they had attended primary schools. Of these 904, 159 had attended high schools, 61 a classical college, 160 other schools and 220 were taking courses in other schools.

Moreover, out of 816 young workers questioned, 22 did not go beyond Grade IV, 44 beyond Grade V, 102 beyond Grade VI, 204 beyond Grade VII, 124 beyond Grade VIII and 320 beyond Grade IX. Of those who attended secondary schools, 74 did not go beyond Grade X, 47 beyond Grade XI and 32 beyond Grade XII. In short, only 23·2 per cent went beyond the primary education stage.

At the time of the 1947 inquiry, 52 per cent of those without trades said that they had been unable to learn a trade because their family responsibilities had prevented them from doing so, while the percentage was 64 per cent for young workers as a whole. In 1952, 60 per cent of all the young workers indicated directly that the financial situation of their families made the problem complicated for them.

The 1950 and 1951 surveys also showed that only 11·1 per cent of the young workers had been given vocational guidance by a professional guidance officer. The results of this are apparent in the fact that 35 out of 127 apprentices questioned said that they would rather be in another trade. The trades which the apprentices consider the most desirable, according to the investigation, are those of mechanic and electrician, which happen to be two of the most overcrowded trades at present.

Two hundred and eighty-two young workers serving their apprenticeship or who had already specialized in a trade replied to the *JOC* questionnaire; they were distributed among 60 different trades but more than half of them were engaged in five basic trades as follows: 47 joiners, 33 electricians, 25 machinists, 24 plumbers and 14 mechanics. Likewise, 75·7 per cent of the young workers who had specialized in a trade had done so in trades which, though attractive, are already congested. Only five per cent of this group had benefited by vocational guidance.

The inquiry with regard to "tradeless" workers showed that 60 per cent of the young workers who had no trade left school through economic necessity and 39 per cent because they did not like it. In this same group, 83·3 per cent said that they would like to learn a trade. Moreover, exactly a third do not like the work they are doing at present.

Only 9·4 per cent of the young workers questioned in 1950 and 1951 had learned their trades at an apprenticeship centre, whereas 25·2 per cent had attended an arts and crafts school; 63 per cent had learned their trades on the job or with skilled workers.

The 1947 investigation established the need for an average weekly minimum income of $28.80 for young workers in the province of Quebec. At that time, according to the data obtained in the same investigation, the young workers' average wages was $25.50. The average wage of the 832 young workers who disclosed their weekly earnings at the time of the 1950 and 1951 investigation was $28.36. During these years the cost-of-living index went up 22 per cent from 125 to 165, and the young workers' average income by only 6·7 per cent. To keep pace with the 22 per-cent rise in the cost-of-living index, the necessary weekly minimum income should have risen to $35.15.

(Continued on page 294)

WEEKLY WAGES OF YOUNG WORKERS IN QUEBEC

SOURCE: Jeunesse Ouvrière Catholique

Occupations	Percentage of Workers Queried Earning							Average Wage per Occupation
	$10–15	$15–20	$20–25	$25–30	$30–35	$35–40	$40 and over	
Labourers	6	12	24	20	16	9	13	$ 27.79
Factory Workers	4	12	23	26	15	7	13	27.80
Specialized in a trade	0	4	6	17	18	17	38	35.26
Apprentices	9	19	17	21	17	11	6	26.31
Office Workers	11	17	25	25	7	14	1	24.88
Sales Business Insurance	6	22	24	17	18	8	5	25.70

International Labour Organization

120th Session of ILO Governing Body

June 2, 1954, named as opening date for 37th session of International Labour Conference. Among items on agenda will be holidays with pay, vocational rehabilitation of the disabled and technical assistance

The 120th Session of the ILO Governing Body was held in Geneva, Switzerland, from November 14 to December 2, 1952. Various committees met before and after the session.

Arthur Brown, Assistant Deputy Minister of Labour for Canada, substituted for Dr. Arthur MacNamara, Deputy Minister of Labour, the Canadian Member of the Governing Body. He was assisted by Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch of the Department of Labour, and by Bruce Williams and Kenneth McIlwraith of the Canadian Permanent Delegation at Geneva.

The Governing Body decided that the 37th Annual ILO Conference would open in Geneva on June 2, 1954; among the items included on the agenda are holidays with pay, vocational rehabilitation of the disabled and technical assistance.

The Permanent Agricultural Committee was reorganized and the agenda was decided for its 4th Session at Geneva in May 1953; Canada was appointed as a substitute Governing Body representative at this meeting. Approval was given to a meeting of experts to make a study of systems of payment by results in the construction industry, to be held in Geneva next July. The next Asian Regional Conference will be held in Tokyo, Japan, in September 1953. The 8th International Conference of Labour Statisticians will convene in Geneva early in 1954.

Pierre Waline of France was elected a Vice-Chairman of the Governing Body representing the employers' group to replace the late Sir John Forbes-Watson of the United Kingdom. Dr. K. C. Charron, Chief of the Industrial Health Division, Department of National Health and Welfare, was appointed to the ILO Correspondence Committee on Occupational Safety and Health for a three-year term.

The Director-General was authorized to consult member governments on whether they feel that there is a need for the establishment of international standards governing the accommodation and welfare of migrants on board ship.

It was decided to submit to the 36th Annual Conference for discussion an amendment to the ILO Constitution which would increase the membership of the Governing Body from 32 to 40. The number of member states has risen from 43 in 1919 to 66 at present, while the Governing Body membership has been fixed at 32 since 1934.

The Governing Body also discussed general financial and administrative questions and the work of Industrial, Manpower and Employment, Technical Assistance, and International Organizations Committees.

The 121st Session of the Governing Body and its committees will meet in Geneva from February 20 to March 7, 1953, at which time the ILO Budget for 1954 will be studied.

Fourth Session of Petroleum Committee

Resolutions adopted relating to minimum wages and social services in the petroleum industry. Canada was one of the 14 nations represented

Resolutions relating to minimum wages and social services in the petroleum industry, hours of work, conditions of employment of contract labour, human relations, and the use of visual aids for training and instructional purposes were adopted at the fourth meeting of the ILO Petroleum Committee* in The Hague, October 14-25, 1952.

*Industrial Committees were inaugurated in 1945 by the ILO Governing Body to deal with problems of some of the most important international industries.

Fourteen oil-producing and oil-refining countries sent tripartite delegations to the meeting. They were: Argentina, Burma, Canada, Colombia, Egypt, France, Iran, Iraq, Mexico, The Netherlands, Peru, United Kingdom, United States and Venezuela. Observers representing the International Organization of Employers, the International Confederation of Free Trade Unions, the International Confederation of Christian Factory and Transport Workers, and the governments of Indonesia and Japan were also present.

Canadian Delegation

The Canadian delegation was as follows:

Government Delegates: Bernard Wilson, Industrial Relations Branch, Department of Labour, Ottawa; and R. H. Hooper, Industrial Relations Officer, Department of Labour, Winnipeg.

Employers' Delegates: R. F. Hinton, Personnel Manager, Shell Oil Company of Canada Limited, Toronto; and A. C. Harrop, Manager of Employment Relations, Imperial Oil Company Limited, Toronto.

Workers' Delegates: John W. Bruce, General Organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-TLC), Richmond Hill, Ont.; and R. G. Geddes, International Representative, Oil Workers' International Union (CIO-CCL), Toronto.

Plenary Sessions

The plenary sessions were mainly devoted to matters arising out of the General Report, prepared in three parts by the ILO and distributed to the member nations prior to the conference. The report dealt with action taken in the various countries in the light of the conclusions of the previous sessions, steps taken by the ILO to follow up the studies and enquiries proposed by the Committee, and recent events and developments in the petroleum industry.

Also discussed were the principles and methods used in determining wages in the petroleum industry and social services, with special reference to supply schemes, transport of workers, recreation facilities and co-operative societies.

An Iranian delegate, Kazen Hassibi, a member of the Iranian Parliament, said that in connection with the nationalization of the oil industry in his country, the International Court of Justice had recognized the righteousness of the Iranian cause by refusing to deal with the dispute. He also charged ill-treatment of refinery workers by the Anglo-Iranian Oil Company.

Strong exception to this was taken by Mr. Hooper, Canadian government delegate, on the ground it was political propaganda. He pointed out that the International Court had stated it had no jurisdiction to deal with the oil dispute because only one party, the British Government, had requested action. The Court's refusal to act on the request of one party only in no way reflected on the merits of the dispute itself, he said. Furthermore, the charges of ill-treatment of workers were not supported by the report of the ILO Mission sent to Iran in 1950 and presented to the third session of the Committee the same year (L.G., Feb. 1951, p. 176), Mr. Hooper pointed out.

Copies of a "Vocabulary of Terms Used in the Petroleum Industry" in both English and French, with indexes, were distributed to the delegates. It was prepared by the ILO in accordance with a resolution passed at the second session of the Committee.

Committees and Subcommittees

A steering committee was appointed upon which Canada was represented by Mr. Hooper and Mr. Geddes. This committee set up two subcommittees to deal with wage determination and social services.

A resolution adopted by the subcommittee on wage determination invites the Govering Body of the ILO to request member governments to make arrangements, where responsible and effective collective bargaining machinery does not exist, for the establishment of minimum wages, either on the basis recommended in Convention No. 26 concerning the creation of wage-fixing machinery or by such other method as may be appropriate to the circumstances of the country. The vote was 71 for, none against, with no abstentions.

The resolution was later passed by the Petroleum Committee in plenary session.

The subcommittee drew attention to the following principles: encouragement should be given to the development of free trade unions which would enable wages to be determined by voluntary and responsible collective bargaining; minimum wage rates should provide for a decent and dignified standard of living for the workers; and the skill and responsibility required by each job are the main factors to be taken into consideration for determining differentials in rates of pay for different jobs.

The subcommittee on wage determination was under the chairmanship of J. G. Stewart CBE (United Kingdom Government). Canada was represented by Mr. Wilson, Mr. Hinton and Mr. Geddes.

The subcommittee on social services named a working committee composed of three members from each of the three groups. The working committee merged into a single text all the numerous proposals submitted on social services in the petroleum industry. This was passed by the subcommittee, after some objections by the employers' representatives, as a memorandum recommending canteens, supply schemes for workers and their families, transport facilities, hygienic amenities, cultural and recreational facilities, and co-operative societies in oilfields and refineries where these services do not exist or are not already provided. The memorandum was adopted by the Petroleum Committee in plenary session by a vote of 69 for, none against, and with no abstentions.

The Committee observed that the importance of social services for the workers in the petroleum industry has been generally recognized. It believed that such services should be absorbed into the normal life of the community of which the industry is a part.

During the discussion it was pointed out by some government members that the provision of social services was of special importance in the underdeveloped regions where the responsibility for their establishment and maintenance often rested largely with the petroleum companies.

The employers' members stressed the distinction between underdeveloped and fully developed regions. Pointing out that in the underdeveloped areas, establishment and maintenance of social services had been carried out by the petroleum industry, they stated that in developed areas, where social services for the whole community were mainly provided by the state and other bodies, responsibility assumed different aspects and proportions. Excessive paternalism practiced by the companies might lead, they observed, to a complete dependence of the workers on the company and thus prevent workers from showing initiative in managing their affairs.

The workers' members emphasized that their objective was the establishment and maintenance of social services in areas in which such services were either nonexistent or inadequate. This did not, however, preclude efforts to improve or even establish, where necessary, social services in developed areas.

The subcommittee on social services was headed by Alba Cejudo, government member of Mexico, with Mr. Hooper, Canadian government member as reporter. Other Canadian members were Mr. Harrop and Mr. Bruce.

Other Resolutions

Other resolutions approved by the Committee were as follows:—

(1) A resolution, submitted by the workers' group, inviting the International Labour Office to make a further study of the subject of industrial relations in the petroleum industry, particularly in economically underdeveloped areas, having regard to the views expressed by the Petroleum Committee at its second session in 1948. This was passed unanimously.

(2) A resolution, submitted by the steering committee, asking the Office to arrange for the inclusion in the agenda for future sessions the matters of human relations in the petroleum industry and the use of visual aids for training and instructional purposes. This was adopted unanimously.

(3) A resolution, submitted by the steering committee, asking the Office to make a study of the conditions of employment of contract labour, i.e., workers employed by persons such as contractors and subcontractors who perform work under contract for oil companies on an extensive or long-term basis. This was adopted unanimously.

(4) A resolution, submitted by the workers' group, requesting that the Office place the subject of reduction of hours of work on the agenda of the fifth session of the Petroleum Committee. The employers' group objected to having the matter placed on the agenda of the fifth session, whereupon the workers' group agreed to have it brought up at a future session. This resolution was adopted by a vote of 36 for, 25 against, and three abstentions. The Canadian government delegates voted for the resolution.

Action on Previous Resolutions

The workers' group made a formal complaint that some governments had apparently taken no action on many resolutions passed at previous sessions of the Committee. Maintaining that all resolutions should be closely followed up by the ILO, it suggested that some form of punitive measure be taken against governments which had done nothing to implement the Committee's resolutions. The government and employer groups, however, were opposed to any idea of punitive measures.

A working party was appointed by the Committee to examine the action taken. It was composed of 12 members, four

from each of the government, employer and worker groups. After four sittings, it recommended that governments should supply any useful information on developments in their respective countries with regard to previously adopted resolutions as well as those of the fourth session. This recommendation was adopted by a vote of 78 for, none against, and with no abstentions.

Other Activities

During the session the Committee visited the Bataafsche Petroluem Maatschappij (Royal Dutch Shell Group) refinery at Rotterdam-Pernis, the largest refinery in Europe, employing about 3,500 workers, and the Royal Dutch Shell Laboratory at Amsterdam, one of the largest industrial research organizations in the world, employing some 40 expert technicians and several hundred other workers.

The Petroleum Committee held 11 plenary sittings.

The Chairman of the fourth session was Dr. V. Montoya, Permanent Delegate for Venezuela to the United Nations at Geneva and a member of the Governing Body of the ILO.

The Committee was officially welcomed by Dr. van Rhijn, Netherlands Secretary of State for Social Welfare.

ILO Studies Problems of Women Textile Workers

In most of the textile producing countries the largest number of women working in manufacturing are employed in the textile industry. Exceptions include Canada and the United States; in these countries the proportion is relatively small.

Female labour, according to an ILO report, loses its dominant position in countries in which equipment is being extensively modernized or where the industry is new.

The report, prepared for the worker, employer and government delegates from 23 leading textile-producing countries to the fourth session of the ILO Textile Committee, meeting in Geneva this month, discusses problems connected with the employment of women in the textile industry.

The Canadian Government is being represented by two officers of the Unemployment Insurance Commission: S. H. McLaren, Executive Director, and Miss Ruth A. Hamilton, Adviser on Women's Employment. Miss Hamilton has had first-hand experience in various fields connected with the textile industry, which experience particularly fits her to serve as a delegate of the Canadian Government at this conference.

Although the margin has narrowed since the war, the average hourly earnings of women workers in the industry, it is noted in the report, are substantially lower than those of men. A recent ILO study, says the report, showed that in 13 out of 16 countries, in 1948 and 1949, they were 20 to 40 per cent lower.

Unemployment, generally, is relatively more widespread among women textile workers than among men. In June 1952, in Federal Germany the percentage of unemployed in the industry was 75, while in France it was 85. In Italy, in March of the same year, the percentage was 87.

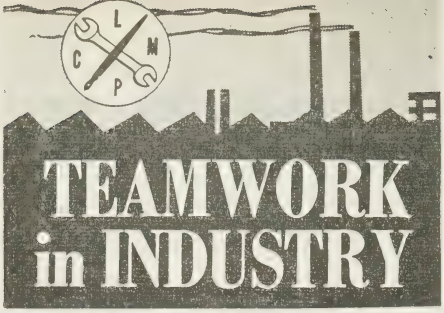
The report, in examining problems of recruitment, training, promotion and wages makes the following points:—

The occupational distribution of women workers in the textile industry needs to be reviewed in many countries to ensure the most effective utilization of the labour force.

The removal of artificial barriers between the field of men's employment and that of women would be conductive to greater efficiency.

To ensure equivalent working conditions, attention should be given to improving such aspects as welfare provisions and maternity protection, as well as certain conditions outside employment, such as social services, crèches and nursery schools, to alleviate the daily difficulties with which many women are faced.

The United Automobile Workers (CIO-CCL) has reported that 600 Canadian members have retired on pension since the union signed its first pension agreement in 1950. Of the 600 pensioners, 425 had been employed at Ford, most of the remainder at General Motors.



LMPC is Answer to Hydro's Problems

When it is completed sometime in 1955, the Sir Adam Beck Generating Station No. 2 at Niagara Falls will produce 1,200,000 horsepower for the wheels of Canadian industry. Officials of the Ontario Hydro Electric Power Commission are relying heavily on a high level of good labour-management relations and co-operative spirit to ensure completion of the work on schedule.

In the opinion of top Hydro officials, this co-operation is necessary at every level of the undertaking from the apprentice to the project manager. Recognizing this need, the Commission and the allied council of AFL international unions agreed just over one year ago to establish a completely integrated system of labour-management production committees.

Basic to management-union thinking in this respect is the belief that good industrial relations and the highest possible development of labour-management communication are absolute necessities. In LMPCs the Hydro officials feel they have the answer to this problem.

Seven Divisional Committees

Of the 5,500 workers currently engaged on the project, some 3,000 are employees of the HEPC. The others are working for the various contractors on the job. The LMPC system (which presently covers Hydro employees only) consists of seven divisional committees—representing the main work-sections of the project—and a central committee which passes on all suggestions and policy matters referred to it by the divisional committees.

One of the reasons for the success of labour-management co-operation at Niagara is the co-operative attitude of senior management officials. Both Project Manager Gordon Mitchell and Personnel Superintendent W. H. Barnes are enthusiastic about the successful way LMPCs have functioned.

In addition to presiding over the central committee, Mr. Mitchell takes a personal interest in what goes on at divisional LMPC meetings and follows their activities regularly. He has made it a policy to have prompt and appropriate action taken on all recommendations. Acceptable suggestions are put into force and, when this cannot be done, the committee concerned is advised at once and given the reasons. In one period recently, Mr. Mitchell personally issued nine separate directives implementing suggestions forwarded through the different committees.

To ensure that all matters are handled promptly, the central committee comprises the project manager, the general superintendent and his assistant, all divisional superintendents and the personnel superintendent. Labour is represented by one employee from each divisional LMPC. In addition, the committee is able to obtain technical and other advice from the whole supervisory and work force. When items affecting specific departments or sections of the project are on the agenda, appropriate advisers attend the meeting. Since the highest level of management is represented in the committee, decisions are immediate on all matters to be handled. In matters of urgency the project manager can take action immediately after the minutes of the committee are brought to his attention.

LMPC Averts Lack of Employment

In a recent statement to its LMPC, the management of a West Coast firm said that one of the indirect results of its discussions was work for all concerned. While it was not possible to say how these discussions directly affected the employment situation, it was intimated that by mutual discussions many problems which could have resulted in lack of work were averted.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service. Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued four certificates designating bargaining agents, ordered two representation votes and rejected five applications for certification. During the month the Board received seven applications for certification and one application for revocation of certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the M/V *Abegweit* and the SS *Prince Edward Island* operated by the Canadian National Railways on its Cape Tormentine-Port Borden Ferry Service (L.G., July, 1952, p. 914).

2. Marine Checkers and Weighers Association (Local 506, International Longshoremen's and Warehousemen's Union) on behalf of a unit of checkers employed by Union Steamships Limited at its docks and shed, foot of Carrall Street, Vancouver, B.C. (L.G., Dec., 1952, p. 1583).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of statistical clerks and comptometer operators employed by Canadian National Railways in its Bureau of Statistics, Moncton, N.B. (L.G., Dec., 1952, p. 1583).

4. Maintenance Workers Federal Union No. 493 on behalf of a unit of employees of the British Columbia Steamship Service, Canadian Pacific Railway Company, Victoria, B.C. (L.G., Jan., p. 53).

Representation Votes Ordered

The Board ordered representation votes of employees in the following applications for certification:—

1. National Association of Broadcast Engineers and Technicians, applicant, and Canadian Broadcasting Corporation, respondent (L.G., Oct., 1952, p. 1351).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Canadian National Railways, respondent (Cape Tormentine-Port Borden Ferry Service) (Marine Engineers) (L.G., Nov., 1952, p. 1466).

Applications for Certification Rejected

1. Grand International Brotherhood of Locomotive Engineers on behalf of a unit of locomotive engineers employed by Shawinigan Falls Terminal Railway (L.G., Nov., 1952, p. 1465). The application was rejected for the reason that it was not supported by a majority of the locomotive engineers involved therein.

2. Grand International Brotherhood of Locomotive Engineers on behalf of a unit of helpers on locomotives employed by Shawinigan Falls Terminal Railway (L.G., Nov., 1952, p. 1465). The application was rejected for the reason that it was not supported by a majority of the helpers on locomotives involved therein.

3. National Association of Marine Engineers of Canada Inc. on behalf of a unit of marine electrical engineers employed by Canadian National Railways (Cape Tormentine-Port Borden Ferry Service) (L.G., Nov., 1952, p. 1466). The application was rejected for the reason that the bargaining unit described therein was not considered appropriate for collective bargaining.

4. National Association of Marine Engineers of Canada Inc. on behalf of a unit of chief engineers and junior chief engineers employed by Canadian National Railways (Cape Tormentine-Port Borden Ferry Service) (L.G., Nov., 1952, p. 1467). The application was rejected for the reason that the chief engineers and junior chief engineers involved therein were not employees within the meaning of the Industrial Relations and Disputes Investigation Act.

5. National Association of Marine Engineers of Canada Inc. on behalf of a unit of chief marine electrical engineers employed by Canadian National Railways (Cape Tormentine-Port Borden Ferry Ser-

vice) (L.G., Nov., 1952, p. 1467). The application was rejected for the reason that the employees involved therein were not employees within the meaning of the Industrial Relations and Disputes Investigation Act.

Applications for Certification Received

1. Local 38/163, International Longshoremen's Association on behalf of a unit of employees of Northland Navigation Co. Ltd., Vancouver, B.C. (Investigating Officer: G. R. Currie).

2. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel employed by Dola Towing Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

3. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel employed by Coastal Towing Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

4. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Carwil Transport Limited, Toronto (Investigating Officer: R. Trépanier).

5. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel employed by Dolmage Towing Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Association of Radio and Television Employees of Canada on behalf of a unit of program, administration and certain technical personnel employed by Canadian Broadcasting Corporation (Investigating Officer: L. Pepin).

7. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada on behalf of a unit of production employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

Application for Revocation of Certification

1. Forbes Rhude, applicant, American Newspaper Guild, respondent, and the Canadian Press, respondent.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Vancouver Barge Transportation Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

2. Robin Hood Flour Mills Limited, Saskatoon, and Flour & Cereal Workers Division of the United Packinghouse Workers of America, Local 342 (Conciliation Officer: R. H. Hooper).

3. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

4. Ottawa Transportation Commission and Division No. 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson).

Settlements Reported by Conciliation Officers

1. Patricia Transportation Co. Ltd., Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn) (L.G., Nov., 1952, p. 1467).

2. Midland Railway Company of Manitoba and Order of Railway Conductors of America (Conciliation Officer: J. S. Gunn) (L.G., Jan., 1953, p. 54).

3. Union Steamships Limited, Vancouver, and Canadian Communications Association (Conciliation Officer: G. R. Currie) (L.G., Jan., 1953, p. 54).

Conciliation Board Appointed

During the month the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the Queen Charlotte Airlines Ltd. and Canadian Air Line Pilots Association. The Board was established following receipt by the Minister of the report of G. R. Currie, previously appointed conciliation officer (L.G., Dec., 1952, p. 1584). (The Board had not been fully constituted at the end of the month.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (L.G., Dec., 1952, p. 1585) was fully constituted in December with the appointment of Mr. Justice Edouard Tellier, Montreal, as Chairman. Mr. Justice Tellier was appointed by the Minister in the absence of a joint recommendation from the other two members, Wilbrod Bherer, Quebec, and C. L. Dubin, QC, Toronto, previously appointed on the nominations of the company and the union respectively.

2. The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Searle Grain Co. Ltd., Pacific Elevators Ltd., United Grain Growers Ltd., Kerr Gifford & Co. Inc., Alberta Wheat Pool, all of Vancouver, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America was fully constituted in December with the appointment of Dr. Joseph A. Crumb, Vancouver, as Chairman. Dr. Crumb was appointed by the Minister in the absence of a joint recommendation from the other two members, Thomas E. H. Ellis and James Bury, both of Vancouver, previously appointed on the nominations of the companies and the union respectively.

Conciliation Board Reports Received

During December the Minister received the following reports of Boards of Conciliation and Investigation: —

1. Canadian Pacific Railway Company (dining, cafe and buffet car employees) and the Brotherhood of Railroad Trainmen (L.G., Aug., 1952, p. 1077). Text of the Board's report is reproduced below.

2. Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (L.G., Aug., 1952, p. 1077). Text of the Board's report is reproduced below.

3. Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., July, 1952, p. 915). Text of the Board's report is reproduced below.

Settlement Following Board Procedure

During December the Minister was advised that a settlement had been reached by the parties concerned through further direct negotiations following receipt of the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, and Ontario Northland Railway and various railway labour organizations acting through a joint negotiating committee representing, mainly, non-operating employees of the companies (L.G., Jan., 1953, p. 54).

Report of Board in Dispute between

Canadian Pacific Railway Company (dining, cafe and buffet car employees)
and
Brotherhood of Railroad Trainmen

To:
The Hon. Milton F. Gregg, VC,
Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Brotherhood of Railroad Trainmen and Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees).

Dear Mr. Minister:

On the 3rd of October 1952, you were pleased to appoint a Conciliation Board to investigate the above dispute, constituted as follows:—

James H. Stitt, Barrister, of Ottawa, Ontario, Chairman.
C. W. Rayfield, Esquire,
3410 Atwater Ave.,
Montreal, Que., as Company Nominee.
and
W. G. Currie, QC,
407 Kerr Building,
Regina, Sask., as Union Nominee.

Hearings in the above dispute were instituted originally on September 30 of this year under the Chairmanship of H. Carl Goldenberg, QC, and continued through October 1 and October 2, when Mr. Goldenberg resigned because of the pressure of official business in which he was already engaged by the Department of Justice. The hearings of the dispute continued under the new Chairman through October and November, when the final meeting was held on the 26th of that month. The dispute covered the existing contract, dated April 29, 1951, between the Canadian Pacific Railway Company and the dining car employees, and included

On December 19, 1952, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian Pacific Railway Company (dining, cafe and buffet car employees) and the Brotherhood of Railroad Trainmen.

The Board was under the Chairmanship of James H. Stitt, Ottawa. The nominee of the company was C. W. Rayfield, Montreal; the union nominee, W. G. Currie, QC, Regina.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Currie. The minority report was submitted by Mr. Rayfield.

The texts of the majority and minority reports are attached hereto.

suggestions for changes in practically all the working rules constituting that agreement.

The Company was represented by the following:—

T. P. James, Assistant Manager, S.D. & P.C. Dept.
I. J. McNaughton, Assistant Manager, Dept. of Personnel.
J. A. Brown, General Superintendent, Eastern Region, S.D. & P.C. Dept.
J. W. Moffatt, Assistant Superintendent, S.D. & P.C. Dept.
N. H. Chalmers, Assistant Superintendent, S. D. & P. C. Dept.
P. E. Barnard, Cost Supervisor, S. D. & P. C. Dept.

The Employees were represented by the following:—

L. C. Malone, Vice-President, Brotherhood of Railroad Trainmen.
Cecil Burningham, General Chairman, Dining, Cafe and Buffet Car Employees.
E. Charron, Vice-Chairman, General Committee.
J. R. Armitage Jr., Secretary, General Committee.
L. Roback, Economist.

and extensive briefs were submitted by both parties for the consideration of your Board. At one stage during the negotiations, the Company proposed that if the employees would accept an increase of 11 per cent in pay and abandon their proposals to change the rules, that the same would be granted. This was refused by the employees, however, as they stated that they were more interested in working conditions, and the features for amendment which they emphasized were the following:—

1. Promotion Districts.
2. Standard Rates of Pay.
3. Scope Rule.
4. Penalty Overtime.
5. Rest Periods.
6. Vacations.

Scope Rule

During the course of the hearing, lengthy representations were made by the employees as to the desirability and necessity of what is known as a "Scope Rule".

In these days of changes in style and the application of science to industry, the employees were naturally concerned for their future, and in the evidence before the Board, they attempted to define Dining Car Service Employees in such a precise and rigid way as to prevent innovation and to restrict Management in its right to change either the service personnel or the type of cars to be utilized.

The idea of a "Scope Rule" is not new. It has come before Conciliation Boards in the United States, and only last year an Emergency Board in its report to the President, which dealt with a dispute between the Carriers and Dining Car Service Employees in that country, found it impossible to draft a satisfactory "Scope Rule" which could be recommended for adoption.

This Board has laboured hard to formulate a "Scope Rule", and after lengthy consideration, finds that it is a matter in which it can make no definite recommendations.

While the Board realizes that it is only natural for the employees to be concerned about their future, it hestitates to restrict the function of Management by any such rule, and although it is apparent that changes must occur not only in the personnel but the facilities utilized, it considers that these are matters which should be best left to the consideration of the parties themselves, it recognizes that if a proper spirit is brought to bear on such issues, that Management will not be unduly restricted, and at the same time the employees' rights to security of position and seniority will be given sympathetic consideration.

Graduated Rates

In the present agreement between the parties, different rates of pay are specified for the Dining Car Steward, Cafe Car Steward, Buffet Car Steward and the Dining Car Chef and Cafe Car Chef. These differential rates are of long standing and have been recognized over the years.

Where the function of a man's occupation is to produce a greater amount of service and to have jurisdiction over a larger number of subordinates, it is surely a proper criterion for a higher rate to be paid than where the service produced is less and the number of subordinates under him is fewer.

The Board therefore believes it illogical to grant the Dining Car Steward's rate of pay to both Buffet and Cafe Car Stewards and it also considers it illogical to grant the same rate of pay to Dining Car Chefs, Cafe Car Chefs and Buffet Car Chefs. The Dining Car Steward has under his supervision a crew of 10, the Cafe Car Steward has under his supervision a crew of not

more than 4, while the Buffet Car Steward has at most only 2 under his supervision. The Board therefore recommends that the differential rates of pay between these classes of employees should stand.

Rates of Pay

In Article I of the existing agreement, the rates of pay governing the Service of Dining, Cafe and Buffet Car Employees are as follows:—

—	Basic Monthly Rates	Hourly Rates	
		Pro Rata	Time and One-Half
Dining Car Stewards 1st Year	$258.57	$1·2431	$1·8647
Dining Car Stewards 2nd Year	273.57	1·3152	1·9728
Dining Car Stewards 3rd Year	288.57	1·3874	2·0810
Cafe Car Stewards 1st Year	248.57	1·1950	1·7926
Cafe Car Stewards 2nd Year	258.57	1·2431	1·8647
Cafe Car Stewards 3rd Year	263.57	1·2672	1·9007
Dining Car Chefs 1st Year	248.57	1·1950	1·7928
Dining Car Chefs 2nd Year	257.57	1·2431	1·8647
Dining Car Chefs 3rd Year	278.57	1·3394	2.0089
Cafe Car Chefs 1st Year	243.57	1·1710	1·7565
Cafe Car Chefs 2nd Year	253.57	1·2191	1·8286
Cafe Car Chefs 3rd Year	258.57	1·2431	1·8647
Second Cooks 1st Year	223.57	1·0749	1·6123
Second Cooks 2nd Year	233.57	1·1229	1·6844
Third Cooks	203.57	.9787	1·4681
Fourth Cooks	186.57	.8970	1·3455
Pantrymen	186.57	·8970	1·3455
Waiters 1st Year	186.57	·9066	1·3599
Waiters 2nd Year	198.57	·9547	1·4320
Buffet Car Stewards	213.57	1·0268	1·5402

The employees, in the brief, presented many arguments why the rates ought to be increased by as much as 20 per cent and as previously stated, the company had advanced a proposal whereby there would be granted an increase of 11 per cent if the employees would be satisfied with the existing rules governing their service.

After this Board was in session for some time, it was learned that another Board of Conciliation presided over by Mr. Justice R. L. Kellock of the Supreme Court of Canada was also engaged on the question of the rates of pay affecting over 140,000 of non-operating railway employees presently working on Canadian Railways. Included in that Board's jurisdiction were also the Dining Car Service Employees on the Canadian National Railways. After a lengthy investigation and an exhaustive analysis, this eminent Board recommended that the rates of pay of such employees be increased first by 7 per cent and that there be added to the same an additional sum of 7 cents per hour. After giving consideration to the matter, this Board believes that it ought to follow the recommendation as to increased rates of pay given by the Board presided over by Mr. Justice Kellock. This Board therefore recommends that the majority award of the said Board, namely, an increased rate of pay of 7 per cent plus 7 cents per hour be granted to the employees in the Dining Car Service now employed by the Canadian Pacific Railway.

Working Conditions and Overtime Pay

Under the present agreement, 208 hours or less in assigned service constitutes a basic month's work.

After 208 hours and up to 240 hours of service, *pro rata* pay is given, but time and one-half at the *pro rata* rates is granted after 240 hours have been worked as a punitive or overtime rate.

The employees requested that overtime should commence immediately after the basic month is completed, that is, after 208 hours of service in any one month.

The employees also placed much emphasis on the desirability of reducing the length of certain runs, especially the run from Winnipeg to Vancouver and return. On this particular run, the employees are two nights on the train whilst going to Vancouver, and have a rest period there of from approximately 10 o'clock on the arrival day, the whole of the ensuing night and the next day until approximately 6 p.m. They then proceed back to Winnipeg, are two whole nights en route and have a lay-over period there of three nights and four days. As compared with the runs from Montreal to Winnipeg and from Toronto to Winnipeg and return, the employees are two nights on the run each way, that is, they first sleep on the train during four successive nights and have two days and nights lay-over in Toronto or Montreal, as the case may be. The length of these runs was not objected to, and in the opinion of the Board, are more onerous

than the run from Winnipeg to Vancouver and return. The Company objected to the shortening of these runs, and after considering the matter, the Board does not feel it can make any recommendations as to curtailment in time in regard to these shifts of service.

Coupled with this matter, however, the Board has also considered the sleeping accommodation afforded to the Dining Car Personnel whilst en route. The employees are now required to sleep in small camp cots, or in chairs assembled in the semblance of a bed, which is not level, and which is only covered with a thin mattress. These cots or chairs are spread for sleep in the dining cars, and the employees, while resting, are disturbed by traffic through the cars by the operating personnel. The Board does not consider that such sleeping accommodation is conducive to proper rest or sleep. It believes that better sleeping accommodations should be given to the employees as soon as possible. It was brought to the Board's attention that dormitory cars were provided for sleep and rest by the railway companies in the United States for their Dining Car personnel. The Board considers that such accommodation might be provided by the Company when diesel power is in operation on all main line trains carrying Dining Cars.

In 1949, the employees of both the Canadian Pacific Railway and Canadian National Railway served notice requesting the reduction of the working month to conform with the principle of the 40-hour week. The dispute concerning the Canadian National employees was considered by a Conciliation Board under the Chairmanship of Mr. Justice J. O. Wilson. This Board considered that the impossibility in many cases of reducing hours owing to the length of the runs was a sufficient reason for leaving the commencement of overtime as at present existing. The question was also considered by a Board presided over by Chief Justice E. K. Williams of Manitoba in 1947, and the commencement of penalty overtime was established after 240 hours of service. It is to be noted, however, at the present time, that the 40-hour week has now been established on Canadian railways for non-operating employees. The evidence before this Board was to the effect that the average assignment of the Dining Car Employees was 215 working hours per month, and whilst this Board agrees that the length of the runs may be impossible of curtailment at present, it believes that overtime or punitive pay should commence and be paid after the basic month of 208 hours is worked. This means that in a month of 26 working days per month at 8 hours per day, the employees will be working 208 hours and if the company cannot curtail the length of runs, it recommends that overtime pay at one and one-half times the *pro rata* rate should be paid immediately after 208 hours are worked.

This Board believes that the only just principle governing overtime is that overtime pay should commence when overtime begins and it also notes that the average working week is 41·2 hours for employees now engaged in the durable goods industry, and 41 hours on railways. (Report of Mr. Justice Kellock, dated 21st November, 1952, at page 29.)

Turnaround Assignments

(Article 3a)

This request of the employees would mean that men, now working a basic month of 208 hours or the equivalent of 26 days of 8 hours each, would in some cases receive a full month's pay for half a month's work, that is for 13 working days, where they are now required to serve 26 days. The Board therefore cannot concur in this proposal.

(Article 3)

The Company asks that the note and examples following 3 (c) should be deleted, there does not seem to be any merit in deleting the examples as they clarify the article and they should remain.

The note is not now applicable as this service has been discontinued.

The employees proposed the elimination of the footnote in the present agreement reading:—

"This does not apply to regularly specified layover at away from home terminal as in regular assignment."

This would mean that employees in a regular assignment such as on the Winnipeg-Vancouver run, who now receive 33 hours and 50 minutes layover at Vancouver, in order to rest up for the return trip would be entitled to 12 hours compensation and to this the Board cannot concur.

The employees also requested that the following words be substituted: "For employees in either assigned or unassigned service, terminal time will commence at time of release at away from home terminal. If not used in any service within 12 hours, terminal allowance will commence at expiration of 12 hours and continue for 12 hours."

The Board does not, however, concur in the foregoing as there is now an allowance of 8 hours for the 24-hour period at layover terminals.

Article 4

Reporting and Held for Duty

This article can be brought down into five different categories:—

1. Assigned employees called and reporting for duty.
2. Assigned employees required to perform non-operating work.
3. Assigned employees required to perform non-operating work after having reported for duty.
4. Assigned employees required to perform non-operating work immediately before being released from scheduled trip.
5. Unassigned employees required to perform non-operating work.

Answers

1. Both the Company and the employees request a change in this article. The application of the rule as now written is expensive to the company, but inasmuch as it involves loss of layover to employees, possibly long trips to and from their home, carfare and interference with their social activities, outside duty, the Board recommends that the rule remain as now written.

2. If such employees are called to come from their home and then lose part of their layover, the Board recommends they should be paid as in Number 1 above. If, however, they should be on the premises, the Board recommends that they be paid double, on a minute basis to the nearest 15 minutes, once for performing the work and once for loss of layover.

3. In this case, the employee does not lose any layover but no doubt they have to work harder in order to adjust conditions on the car to which they transfer. The Board considers the employees are not justified in asking for extra compensation.

4. In this case, the employees cannot help but lose some of their layover and they have extra work to perform. The Board recommends that in such cases the employees be paid twice, i.e., once for the extra time required to do the work, once for the loss of layover; both should be adjusted on the minute basis to the nearest 15 minutes.

5. Both the employees and the company request revision of Clause B. The Company requests a change whereby employees held after 4 hours will be paid on the minute basis instead of full 8 hours if held after 4 hours. The employees' request is to the effect that if held after 8 hours, they will be paid on the minute basis. The Board recommends no change be made in the present rule.

Article 5

Rest Periods

The employees propose the elimination of Section 2 of this article. We understand that when cars are running with reduced crew, the volume of business may fluctuate and reduced crews are at times required to serve more meals than can satisfactorily be taken care of before closing time at 10 p.m. In the past, we understand there have been disputes between the company and employees regarding the eligibility of claims for overtime, it therefore seems advisable to have a yard stick as a guide to settling such claims. We would suggest, however, that the officers of the department should continue to make every effort to ascertain the number of passengers who are likely to require meal service and staff cars accordingly.

Article 7 (a)

Assigned Employees

The Company suggests revision of this article for clarification and sets a maximum of 16 hours in a 24-hour period for loss of layover. This is a compromise to the employees, but it was no doubt put in to offset other clauses of less advantage to the employees. The Board does not consider that in view of other recommendations favourable to the employees, that any change should be made in the present maximum of 12 hours in a 24-hour period.

Article 7 (aa)

The Company states their suggested change is for clarification only and does not involve any basis change. In view of this, we suggest that no change be made in the present rule.

Article 7 (c)

The employees request payment for loss of layover incidental to late arrival of trains at home and turnaround points. The Board recommends that in cases of trains being 24 hours or more late, employees should be given extra layover or paid compensation for the hours in excess of 24 hours on the basis of being paid twice, i.e., once for the service hours and once for the loss of layover. Layover compensation should not be computed at more than 16 hours in any 24-hour period.

Article 7 (e)

Both the Company and the employees request changes in the clause. The Company for simplification only, but the employees' request was to the effect that

at all terminal points, a sufficient number of men would be assigned as standby men, which would take away from the Company the prerogative contained in the present clause where provision is made that standby would be maintained only "where business warrants." The Board does not concur in the employees' request which would, if concurred in, restrict unduly what appears to be a proper function of management.

Article 7 (f)

The employees suggest a new clause reading: "When extra or spare men are used to fill vacancy in assigned service, such employees will be considered as being an assigned employee." The Board feels that there is some justification for the employees' request and recommends its inclusion in the agreement.

Article 7 (g)

The Company requests a new clause reading as follows: "Where a regular assignment has been temporarily discontinued due to train mishaps, strikes or acts of God such as: storm, hurricane, earthquake, flood, etc., the employees affected when at their home station, shall be privileged to operate on the spare board; when regular assignment is restored, the displaced men will be returned to duties on a first in—first out basis." The Board understands that this is the present practice and recommends that the new clause be adopted.

Article 8

Seniority

The Company requested that in granting seniority to new employees, the basis of setting up their service would be changed from 6 months to 156 days actually worked. The Board recommends adoption of this rule.

Article 8 (b)

The Company suggests certain revisions for the purpose of clarification, in view of the fact that employees are familiar with the present wording, the Board recommends that no change be made therein.

Article 8 (c)

Both the Company and the employees suggested revision of this clause. The Company suggested that particulars would be bulletined for 10 days instead of 20 as at present. The Board considers this is a matter of mutual agreement and makes no recommendation herein. The employees' request is to the effect that the monthly guarantee of employees exercising their seniority rights and change of time, will not be impaired. The Board cannot concur in this request, but recommends that a senior employee, while waiting a new assignment at home terminal, might be assigned to replace a junior employee, who might be performing terminal duties.

Article 8 (d)

The Company requests that this clause be deleted. The Board can see no advantage in deleting the clause. As it is now familiar to all employees, it recommends it should not be changed nor eliminated.

Article 8 (e)

The Company requests a change in this clause for simplification but the Board cannot see any merit in the suggested change, and recommends that it remain as at present, with an added clause, to protect employees who when assigned to a temporary vacancy might lose one in a higher classification. The addition of the following is hereby recommended: "In no case will the application of this rule lessen the amount paid to employees assigned to temporary vacancy."

Article 8 (g, h, and j)

The Company suggests a revision for clarification only. The Board recommends that no changes be made therein.

Article 9 (a and b)

Promotion District

The Board does not believe that the runs between Winnipeg and Vancouver are any more onerous than the runs from Montreal and/or Toronto to Winnipeg. As a matter of fact, the last two runs involve two days on the train in each direction without any off train rest at Winnipeg, whereas the Winnipeg-Vancouver runs entail only two nights continuous on the train in each direction with one night's rest off train at turnaround points. In view of the evidence submitted regarding the undesirability of cutting out cars at Swift Current and Medicine Hat, the Board does not feel justified in recommending a change in the operation, whereby cars run through from Winnipeg to Vancouver.

The operation of cars through from Winnipeg to Vancouver, when permanently put into effect recently disturbed the relative standing of crews in Toronto, Winnipeg and Vancouver districts inasmuch

as it gave Toronto and Winnipeg an additional crew and took away two crews from Vancouver. The Board understands how this affected the seniority rights of various employees, inasmuch as senior employees in the Vancouver district were laid off and possibly men with less service in Toronto and Winnipeg were given employment. However, we understand that with the inauguration of cafe service on the Kettle Valley Line, most of the senior men have been put back into service.

To restore the former practice of cutting out cars at Medicine Hat and Swift Current would again affect the rights of certain senior employees and inasmuch as the organization does not suggest the cutting out of Toronto-Winnipeg crews at Fort William, it would mean that Vancouver would gain two crews and Winnipeg would lose two crews. This is particularly undesirable to Winnipeg, as they do not have the same opportunity to participate in summer tourist business handled on the Mountaineer and special trains, nor in military business arriving from Korea. The Board suggests that, in future, before changes are made involving the redistribution of cars affecting a number of districts that the same should be discussed between the officers of the Company and representative of each district affected.

Article 10

Method of Promotion

The Company suggests revision of Clause 10 (a) and (b). The Board does not feel there is sufficient merit in the Company's proposal for revision of this clause and recommends it should remain as at present.

Article 11

Reduction in Staff (a) and (b)

The Company suggests revision for the purpose of clarification. The Board suggests that there is not sufficient merit in the Company's proposal and recommends no change.

Article 12

Transferring of Employees

The Company requests revision for the purpose of clarification but does not propose any change in the present practice. The Board recommends that no change be made therein.

Article 15

Staffing of Cars

The Company requests that this clause be deleted. The Board cannot concur with the Company's suggestion that this clause be deleted.

Article 16 (a, b, and c)

Miscellaneous

The Company requests revision of these clauses for the purpose of clarification but the Board cannot see sufficient merit in the change of the wording to recommend its adoption.

Vacation Agreement

The employees request a change whereby they will be compensated at a daily rate representing 1/26th of the monthly rate, applicable to the class of service to which they were assigned at the time of taking vacation, instead of 1/30th of the monthly rate. The Board concurs in the employees' request.

Escalator Clause

As this Agreement will probably be made for not more than a term of one year, and the cost-of-living trend appears to be downward, the Board considers that such a clause is not warranted under present conditions.

Contract Term

As the present Agreement expired on April 29, 1952, the Board recommends that the term of the new contract should run from the date of ultimate agreement between the parties.

All of which is respectfully submitted.

Dated this 15th day of December, 1952.

(Sgd.) James H. Stitt,
Chairman.

(Sgd.) Wm. G. Currie, QC.

Minority Report of Board Member C. W. Rayfield

To:
The Hon. Milton F. Gregg, VC,
Minister of Labour,
Ottawa, Ontario.

Dear Mr. Minister:

With great regret, I do not find it possible to agree with all the recommendations made, in this Case, by my Colleagues.

I am fully in accord with the recommendations made in report signed by the Chairman, with one exception only, viz. Article 2 "Working Hours". The present agreement reads: "Two hundred and eight (208) hours or less, in assigned service, shall constitute a basic month's work. Hours in excess of 208 and up to 240, will be paid at *pro rata* rates. Service hours in excess of 240 shall be paid for as overtime at the rate of time and one-half the *pro rata* rate on the actual minute basis to the nearest 15 minutes".

The Chairman has recommended that overtime—or punitive pay—should commence after 208 hours. So far as local runs are concerned, i.e., those which are completed and employees back at their home station in one or two days, it is not a difficult matter to relieve employees within a few hours of the basic month, thereby avoiding any great amount of overtime, or undertime; on transcontinental trains, however, where nine crews are operated, such as on the Winnipeg-Vancouver run, trains 7 and 4, the crew starting out on the run on the first of the month puts in 228 hours 50 minutes, whereas the fourth crew starting out on the fourth of the month puts in only 196 hours 15 minutes. The average working time for the nine crews is: 218 hours. In the first case, employees are paid 20 hours 50 minutes overtime, while the fourth crew is paid 11 hours 45 minutes unearned time. To insert an additional crew in the line, on the basis of the increase recommended by the Chairman, would cost $2,696 per month, and would reduce the working time of each crew to 196 hours 15 minutes, thereby giving each crew 11 hours 45 minutes unearned pay each month. I cannot agree to this heavy additional expense and the payment of so much unearned time each month.

I am fully aware that the average workweek for employees now engaged in the Durable Goods Industries is 41·2 hours, and on railways 41 hours, but do not feel that these comparisons are a proper yardstick with which to measure the hours worked on a dining car. In the first place, the above averages are set on the basis of the time at which employees punch the clock in the morning, punch out at lunch time, in again after lunch, and out at night. They may spend anywhere, from a few minutes up to an hour or more, in the morning and at night, going to their work and returning at the end of the day, whereas on a dining car, on transcontinental trains (these are the ones most affected by overtime pay), the employees are on the car and are paid from the time they get up in the morning, at 6 a.m, until they go to bed at night, at 10 p.m. They are under pay while making their ablutions, and while eating breakfast, lunch and dinner, and is it very exceptional when employees do not have two hours or more relaxation during the afternoon. It is true, 16 hours a day is a long tour of duty, but there are certain favourable conditions in that employees have lengthy periods at their home station between trips, which they can spend with their families, go to places of amusement, etc.

The wages and working conditions of Dining Car Employees and Sleeping Car Porters, on the Canadian Pacific and the Canadian National, have, over the years, been pretty much on an equal basis, and, inasmuch as the Canadian National Dining Car Employees have been, and will continue to operate on a 208-hour month, with overtime at *pro rata* rate up to 240 hours, and at time and one-half after 240 hours, I am confident that if this Board were to recommend more favourable conditions on the Canadian Pacific than are now in effect on the Canadian National, it would cause dissatisfaction among the employees of the latter road.

The Sleeping Car Porters on the Canadian Pacific are now working on a 208-hour month, with *pro rata* overtime up to 240 hours and time and one-half thereafter. They did not ask for any change in their application for increased rates before the Kellock Board, and are evidently satisfied with the present arrangement.

I would like to point out that the question of penalty rates for hours in excess of monthly guarantee has been up before Conciliation Boards in the past, and in each case the decision given was in favour of a cushion of non-punitive overtime.

In 1947, the question was handled by a Conciliation Board under the chairmanship of Chief Justice E. K. Williams, when he ruled as follows (when the basic month in Dining Car Service then existing was 240 hours), that penalty overtime (i.e. time and one-half) should start to accrue after 245 hours; overtime at *pro rata* rate to be paid between 240 and 245 hours.

In 1949, the employees of both the Canadian Pacific and Canadian National served notice requesting the reduction of the monthly work month to conform with the principle of the 40-hour week. The dispute concerning Canadian National employees was considered by a Conciliation Board under the chairmanship of Mr. Justice J. O. Wilson. In its report, the Board recommended as follows:—

"Dining and Sleeping Car Employees.

"Dining car employees include Stewards, Waiters, Cooks and Dishwashers. The sleeping car employees include Sleeping Car Conductors and Porters. The basis of employment of these men is different than that of other classes of rail workers by reason of the requirements of the service in which they are engaged. They are paid for 240 hours of work per month and can be required to work 240 hours per month. In point of fact, most of them work less and we are informed that the

average hours on duty are about 225 per month. The nature of their work is such that they must be on duty continuously for considerable periods en route, but the hours of duty include periods of relaxation and rest when they are not required to give service to the travelling public and time consumed in taking meals which are not deducted. Those of them who are required to be absent from home for long continuous periods during the month are generally granted compensating periods of rest at home during the month.

"The application of the general formula we have recommended for other railworkers to these two classes is not easy. We think the fair thing to do is to reduce the guaranteed and required monthly hours of these employees to 224 hours per month. They should be paid for those 224 hours per month at the rate of 106·63 per cent of their present hourly earnings.

"Considering the impossibility in many cases of reducing hours in these trades to the 224 hours per month standard, we think that penalty overtime should be payable, as at present, for hours in excess of 490 in a two-month period, with the new standard rate for the hours in excess of 448 and not greater than 490. This recommendation follows the general lines of that made in respect of dining car employees by the Presidential Emergency Board in the report already referred to, except that there the reduction in standard work hours was greater."

It will be observed that the Board again considered it necessary to retain a cushion of excess hours payable at *pro rata* rates.

The final settlement of this dispute, in conformity with the adoption of a 40-hour week for the non-operating railway employees, provided for the work month of 208 hours with *pro rata* pay for hours in excess of 208 and up to 240, penalty rates to apply thereafter.

The decisions rendered by these two Boards confirm my belief that no change should be made in the present Agreement, which provides a basic month of 208 hours, with overtime at *pro rata* rates up to 240 hours, and overtime at time and one-half thereafter.

All of which is respectfully submitted.

Yours very truly,

(Sgd.) C. W. Rayfield.

Report of Board in Dispute between

Canadian National Railways

and

Brotherhood of Railroad Trainmen

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, the Hon. Senator A. W. Roebuck, QC, of Toronto and Mr. Theodore R. Meighen, QC, of Montreal, has met the parties at the City of Toronto on July 22, July 23, October 1 and November 4, 1952. In addition, the Board met in executive session at the City of Toronto on the 28th of October, 1952.

The parties were respectively represented as follows:—

For the Company—

Mr. R. Hayes, Chairman of Negotiating Committee,
Mr. F. E. Jones, Vice-Chairman,
Mr. W. G. Cunningham, Member,
Mr. L. S. Wilson, Member,
Mr. M. L. Milner, Member,
Mr. G. S. Young, Member,
Mr. J. C. Munro, Member.

For the Union—

Mr. A. J. Kelly, Chairman of Negotiating Committee,
Mr. L. C. Malone, Secretary of Negotiating Committee,
Mr. C. W. Stanley, Statistician,
Mr. D. Paltiel, Statistician,
Mr. P. S. Rody, Member,
Mr. P. R. Lewis, Member,
Mr. T. D. McLaughlin, Member,
Mr. R. H. Morrison, Member,
Mr. W. G. McGregor, Member.

At the first and second meetings on July 22 and 23, Mr. Kelly conducted the case on behalf of the Employees, assisted from time to time by other members of the Bargaining Committee and by Mr. Paltiel, one of their technical advisers. By reason of illness, Mr. Kelly was not able to be present at the third meeting on October 1, and Mr. Malone conducted the case with the assistance of the technical

advisers at that time. Mr. Kelly, however, was fortunately able to attend the last meeting of the Board, and conducted the negotiations on behalf of the Union, with the assistance of Mr. Malone, on November 4. The case on behalf of the Company was conducted by Mr. Hayes, with the assistance of Mr. Jones and the other members of his Committee.

The requests made on behalf of the Employees were almost all requests which could be classed as economic in nature. They consisted of a request for wage increase of 35 per cent across-the-board, an escalator clause, reduction in hours with maintenance of take-home pay for certain classes of employees, and two more or less unimportant rule changes which, while not serious in impact upon the economy of the Railroad, did have an economic import. Management, on the other hand, asked for seven rule changes on the Atlantic and Central Regions, and seven rule changes on the Western Region. Many of these requests for rule change were the same on the various regions, but were duplicated by reason of the fact that separate agreements are in effect on those systems.

The issues were very thoroughly canvassed by both parties. The Union went to great lengths to show the necessity of their various requests, particularly with regard to the request for wage increases, where they attempted to show that there were many grounds which entitled them to various amounts of increase individually, but which when taken in conjunction showed, in their view, that their request for 35 per cent increase was not unreasonable. They advanced many arguments supporting their escalator clause, as well as their request for a forty-hour week for yardmen with maintenance of take-home pay. In the latter connection, they pointed to the experience on American railways, which they felt was the place to look for a proper comparison on this issue.

The Company, on their part, supported their requests by showing or attempting to show that the rules concerning which they were asking for amendment or elimination had been in effect many years, many of them since 1919, and had grown antiquated. They had, by changing conditions, become burdensome and expensive, and generally detrimental to the efficient operation of the Railway. They went thoroughly into each rule and the basis for their requests, showing that some of the rules had very little foundation in reason and were merely a growth from practices which, in some cases, had been inherited from railways absorbed into the Canadian National.

There was considerable rebuttal evidence given by the Company with regard to the cost factor involved in the various monetary requests of the Union. There was considerable stress given to the fact that, if the Union's request for a 35 per cent increase were granted, it would cost this Railway 11½ million dollars per year, and that if a change in the hours of work were granted to yardmen, it would add an additional cost factor of more than four million dollars. In addition, the Company went very thoroughly into the question of increased cost of living, and pointed out that, if taken from the date of the last settlement to this date, the increase in the index would be substantially less than 8 per cent rather than the 10·3 per cent which was set out by the Union in their statements to the Board. They pointed to the position of the Company with regard to rate increases, and urged that such an additional

On December 31, 1952, the Minister of Labour received the majority and minority reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railroad Trainmen and (1) the Canadian National Railways and (2) the Canadian Pacific Railway Company.

The railway personnel affected by the disputes are set forth in the reports reproduced below.

The Conciliation Board affecting the employees of the Canadian Pacific Railway Company was under the chairmanship of His Honour Judge W. S. Lane. The nominee of the company was Norman L. Mathews, QC; the union nominee, the Hon. A. W. Roebuck, QC.

The Conciliation Board in the dispute affecting the employees of Canadian National Railways had the same chairman and the same trade union nominee. The nominee of the Canadian National Railways was T. R. Meighen, QC.

The majority reports, which under the provisions of the Industrial Relations and Disputes Investigation Act constitute the reports of the Boards, were signed by the chairman and the company's nominee in each case. The minority reports were signed by the Hon. Mr. Roebuck.

The majority and minority reports in each case are reproduced herewith.

cost would be most serious from the standpoint of the operation of the Company. They urged that there be some amendment as requested by them towards allowing more efficient operation of the Railway so that it would be in a position to successfully compete in the transportation field.

All issues were competently met and thoroughly discussed by all parties, both by way of defence and by way of rebuttal on defence, so that the Board had an understanding of everyone's point of view upon the issues before we made any attempt to formulate our report. After the issues had been thoroughly placed before us, and after the Board had met in executive session to correlate our thinking, the Board met the parties and made a serious attempt to see if there was any possibility of getting the parties on some common ground towards a settlement. It was found that there was no such possibility, and the Board found itself in the position, then, of making our findings and formulating our report. We do this with the feeling that, while there is some serious amount of difference on the issue of wages as well as on certain other issues, the parties will, after having received the report, find it possible to renew negotiations and work out a settlement along the lines of this report.

Generally speaking, this Board does not consider that there is any special sanctity to be found in a set of rules merely because they have been in effect a great number of years. Neither are we able to find that the fact that because those rules originated from the so-called MacAdoo award makes them any more sound in principle than any other rule. Conversely, we are not prepared to find that the fact that these rules came to Canada in the MacAdoo award from the United States should make these rules any less acceptable to us. In our opinion, every rule or term of any contract must justify itself by its own terms, and in the net analysis by its result in operation. These rules have, in some cases, been in effect a great number of years. This fact must be considered when we come to assess the value of the particular rule. If they had not been relatively satisfactory, surely they would have been changed during the years. On the other hand, conditions do change from time to time, and old rules do have a tendency to become obsolete, antiquated and no longer useful. Some may become harmful and a hindrance. If this is the case, we feel that it is in the interests of both management and the employees that these antiquated, harmful or damaging rules should be changed. This must be so, even if a number of employees, large or small, are adversely affected by the change. We must remember that the interests of each employee by and large must be identified with the common interest. No individual has a higher right than the greatest number, and therefore no special group has a right to maintain a rule which may grant special privilege, but which in giving that special privilege does so at the expense of the larger group. It seems to us that the individual interest must be governed by the group or over all interest. Following this thought, it seems to us that the only way by which the interests of the employees generally can be maintained is to see to it that the Railway operates efficiently. In other words, the interests of both Management and the Employees must stem from a healthy operation of the Railway. This must be without exploitation on either side. The Railway must be allowed to operate efficiently, while the employees must be paid and provided with conditions of work which will recognize the dignity of the individual as well as the real contribution which he gives to the operation of the Company. In addition, we must remember that the welfare of this country as a whole is more than we wish to admit dependent upon the Railways. The welfare of the Railways, in turn, depends largely on co-operation between its employees and its management. It follows, then, that the disputes involved in this Conciliation must be worked out, not in the interests of the Company, not in the interests of the Employee, but in the interests of both parties without any bias towards either. We have approachel the issues with these thoughts in mind.

On the question of the request for wage adjustments which will be specifically referred to later on in this report, we feel that we must approach this problem bearing in mind the factors hereinafter set out, in addition to those already enumerated. The men, in our opinion, have made out a case for some increase in their wage rates, if we are prepared to concede that cost of living with its related factors has a bearing on wage rates. It would be well to remember, in this connection, that cost of living as tied to the index, or any increase however measured, where it is present with an inflationary trend, carries with it where there is no escalator arrangement a cumulative loss to the worker, or for that matter to the salaried employee. In addition, as a co-existent factor in the question of cost of living, but not measured by any index, is the question of direct and indirect taxation which has been and is continuing to

mount, with its impact upon the income of the individual and its resultant reduction in the standard of living of that individual. In this connection, it might be well for us to remember, however, that Railway trainmen are no different than is any other segment of society in so far as the impact of taxation is concerned; both have to the degree of taxation a depletion of their take-home pay and a reduction in their standard of living. These factors may well be considered when assessing the issue of the rising cost of living, and how it affects the individual in relation to an increase in wage which he may or may not have made out. There are other arguments advanced in this Conciliation dealing with the increase of productivity of the individual trainman and the collateral arguments that the individual trainman is entitled to his share of the increase in national production as is shown by the increase in amount of goods and services available to each person in the country.

We think most of us agree and must agree that cost of living with its correlated factors is a matter of great importance to any person living on a fixed income, whether it be hourly wage or a salary, and that the individual who can point to an increase in that cost of living has, to some degree, made out a case which requires a wage adjustment. How far that wage adjustment should go depends on how far back one is prepared to go in making comparisons, and how many of these factors one is prepared to admit has an effect upon the wage rate. The Board was not particularly impressed by the argument that the individual employee had a claim to increase in his wage rate to provide for the purchase by him of his share in the goods and services made available by the increased national production. There is no doubt that indirectly every person has a stake or share in that increased national production and the goods and services made available thereby, but we feel that this argument does not directly enter into the wage problem as a basis for increase, and that the share in those goods and services is automatically covered in any scale of living or in any increase in wages which may be measured by any general basis of comparison. To utilize the increase in national production as a basis or argument from another standpoint seems to us to be fallacious, because it is not so much national production that counts in this regard as does national consumption, and we have no evidence of increase on that basis. Even if we had, however, it appears to us that it is going too far to say that this is a separate element involved in wages which must be considered, because we feel it is a matter which is automatically taken care of by the economy of the country. The Board was also not impressed with the argument that there had been a significant increase in the productivity of trainmen. The evidence did not seem to completely bear out this thesis. It may be that there is some truth in this statement, but once again it depends on where the base of comparison is taken. If we compare the present to certain periods of slack operation of the Railway in the past, it may be that by comparison the trainman is producing more now than he did then. Such a comparison, however, does not seem to us to be valid. We feel that the only fair comparison would be between relatively equal periods where some technological change such as an introduction of diesel power might possibly have been the basis for a change in work load. Under those conditions, there might have been a change in productivity which would have to be recognized. There was no evidence before us here that there was any such factor involved. Nevertheless it is true that all these factors must be considered and must be weighed when arriving at a figure which would be a proper figure upon which to fix the rates for the Railway at this time.

There is an additional factor, however, that must be considered. The wage rates were fixed by agreement on March 3 of 1951, when the last known cost-of-living index was for January. It would seem that there would be much to be said for the argument that, when two parties sit down and agree on a rate, the resultant rate is usually a proper one. Such agreement, therefore, should at least leave room for the argument that we should not go back of January 1951, in making our comparisons for wage increase. Were this done, and were we to take into consideration the present index, we would have to find that the amount of increase indicated now would be less than 8 per cent. There is another factor which must be considered in our thinking upon this matter. It is to be found in the settlements with the Locomotive Engineers and the Brotherhood of Railway Conductors. It is true that these settlements, except in so far as they may lend some confirmation to this basic argument of rate structure, should have no effect upon this Board because those organizations deal for their own membership and in no sense are, or should be allowed to set the bargaining for other groups. The Company also alleged at the hearings that

they had offered the Brotherhood of Railway Trainmen during negotiations a 9 per cent increase, which was refused, and of course was withdrawn upon refusal. The Company now takes the position that, under present conditions, they would not be prepared to make so high an offer.

There is an additional and very important factor involved in this wage issue. It might be considered in relation to the aspect of ability to pay. Without question, the operation of the Railways in this country is marginal. Their rate structure is a controlled structure and one which is rather judiciously guarded by the Board of Transport Commissioners. This fact has been borne out by the recent decision of that Board refusing a rate increase to the Railways. This refusal, however, is not the last word and cannot be considered to be the whole answer because, if other factors are in the future put before that Board on another application, it may be that they in their wisdom may deal differently with it. The question which is far more important for us to consider in the matter of this Conciliation is how much rate increase would it be possible for the Railways to add to their present rates without invoking the law of diminishing returns and crippling the operation of the Railways from a competitive standpoint. There is no doubt that other forms of transport take a great deal of the business now, and if rates were increased substantially, those other forms of transport would take an even greater share of that business. Such a result could have disastrous effects upon the Railway employees themselves. It has been said with truth that the Railway employees should not be asked to subsidize the operation of the Railways in the interests of the country in general. With that statement, every member of this Board agrees. It has also been said that it is the special duty of the federal Government of this country to see that the Railways operate by whatever means may be necessary to that end. The statement is true in so far as it goes, but it cannot be expected that any Government can or would be justified in subsidizing a railway operation for the express purpose of putting the Railway employees in an especially favourable position in relation to their fellow workers in this country. We must approach the problem from the standpoint of doing justice to the men, but at the same time we must do justice to the Railways and to the country at large.

This Board, after hearing all the representations and bearing all these factors in mind, are prepared now to find that there should be a wage increase across-the-board at this time of 12 per cent. In making this recommendation, we point out that, if computed on the average of basic wage rates ($1.29 per hour), it would mean 15½ cents per hour, but if calculated on the average hourly earnings ($1.66 per hour) as shown to us by the Union, it would mean 19·9 cents per hour. In view of the fact that earnings are affected in reality by any recommendation, the latter figure is the effective one in fact. While this amount is considerably higher than the amount indicated by the present cost-of-living index, nevertheless when the other factors are considered, we feel this increase is indicated. We do, however, make this recommendation conditional upon the acceptance by the employees of certain rule changes which we are recommending in this report, because we feel that in part some of the increase must be earmarked for the purchase by the Railway of certain changes in the rules. Certainly the amount of our wage recommendation would not be as high if it were not coupled with the rules recommendations.

This wage recommendation is made at the instance of the Chairman, with the somewhat reluctant concurrence of Mr. Meighen. Mr. Meighen had felt that a 9 per cent increase would be more in accord with the realities of the situation, but to get an effective report of this Board and to avoid a disagreement, bearing in mind that there can be no retroactivity involved in this recommendation because of the agreement between the parties shown to us at the sessions of the Board, he has decided to concur with the Chairman in making this recommendation.

On the question of escalator clause, we do not feel that we can make a recommendation at this time for such a clause in this contract. We base our finding in this connection on the fact that, in view of the complicated system of payment in the Railway set-up, an escalator clause would be almost an impossibility from the standpoint of administration. It could not be expected to operate in view of this complicated pay system except on a half-yearly basis, and even then there are many doubts as to its satisfactory working. We recognize that there is much to be said for it if the cost of living is a decisive factor in any wage adjustment, but the factors involved against it, in our opinion, are overwhelming and the value of it is not sufficiently great to make it feasible or even a possibility at this time.

On the Union's request for a 40-hour week for yardmen, we recognize that the

40-hour week is more and more becoming a pattern in industry in this country. We recognize, too, that the 40-hour week for yardmen is in effect in certain American railways, but we must bear in mind in this connection that it was not shown to us by any means that it is in effect in the majority of American railways, and even where it has been put into effect it has not been done with a complete maintenance of take-home pay. We do not feel that without this factor it would be acceptable to the men in Canada. In addition, we wish to point out that conditions in Canada are not conditions in United States, and this applies particularly to the railways, because here with our sparse population and our long rail lines the conditions of operation are not at all similar to the conditions of operation in the areas of much denser population in the United States. Therefore, in our opinion, a comparison between conditions here and there in most instances is not at all valid. We cannot pass this issue without finding that the reduction in hours as requested, with the maintenance of take-home pay, would cost to the Railway an amount of money which is completely out of line at this time with its financial position, and completely out of line with any benefit which the men could hope to get from it. We, therefore, do not recommend that there be any change in this regard for yardmen at this time.

We now come to the Company request for rule change, and in this connection we propose to deal with those requests which affect the Atlantic and Central Regions first. The first request on this district is to eliminate all rules providing for payment of a monthly guarantee in all classes of service. This request applies to and requires changes in Articles 1, 7, 14 and 94 of the agreement on the Atlantic and Central Regions. We have gone into the position of both parties with regard to this request, and while we appreciate the Railway's attitude we are not prepared to accede to it. The men, it seems to us, are entitled to guarantees for their services as is contemplated under these rules, and we do not feel that the Company's requests at this time carry with them sufficient strength to warrant that the Articles in question be amended. We, therefore, recommend that Articles 1, 7, 14 and 94 be not changed in the new agreement.

The second request by the Company is that the paragraph in Article 1, relating to rates of pay in passenger service providing for payment of Assistant Conductors' or Ticket Collectors' rate only on established assignments for periods of two weeks or more, be deleted. This request is based on the Company's contention that any job should have its job rate, and that irrespective of the length of service the incumbent should be paid at that job rate. Against this, the Union's position is that the man should not be prejudiced by being taken off a better paying job and placed on this type of work irregularly and for short terms with resultant reduction in pay. The Union takes the position that, if the Company does take him off the better paying job and puts him on this job, it is a matter of managerial expediency and the man should be entitled to maintain his own regular pay. The Board feels that there is considerable merit in the Union's point of view, and therefore, we would not recommend a change here.

The third request by the Company is to eliminate (b) part of Article 14, which provides for a guarantee of 100 miles or eight hours to regularly assigned way freight, work and construction trainmen. Here again the Board appreciates the Company's point of view that this Article might be somewhat unreasonable in its cost factor. On the other hand, once the men are assigned to such service, it seems to us that they are entitled to some guarantee, and if for any reason the service were cancelled within the limits of this rule, they should be guaranteed. We, therefore, cannot bring ourselves to recommend an amendment to this rule at this time.

The Company's fourth proposal is to amend the yard overtime rule to provide for payment of *pro rata* rates to a yard helper when required to perform a second tour of duty as a yard foreman within a twenty-four hour period. The Company's position on this is that they have not the right, under the present contract, to do otherwise than call up the man who has seniority, whether or not he has been long enough off to avoid overtime payment. In result, then, in their interpretation of the present agreement, the man works as of right and they have no alternative but to call him even though at the same time, by reason of the present rule, he is entitled to overtime payment. We can readily understand that, if this interpretation is the correct interpretation of the present rule, it leads to an intolerable situation. If management has the right to call up the next man in seniority, who would not be under the circumstances entitled to overtime pay, then we feel that the rule would be reasonable. Overtime, as we understand it, is never intended to

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form a part of the wage structure as such to enforce a premium pay, but is rather a penalty payment designed so that overtime assignments will be avoided. Therefore, the decision to call a man who would be entitled to overtime pay should be a matter of election in management if it is to be at all logical; or in the alternative an emergency which by reason of unusual circumstances cannot be avoided, and therefore a managerial responsibility. Here it would appear from the Management's standpoint that the Article operates in another way, and would appear to be merely a way of collecting a premium payment. The Union, however, does not agree with Management's interpretation. We believe, therefore, that there is little difference between the parties in fact, and that if the issue is clarified the ends of justice and reason will have been met. We, therefore, are prepared to recommend to both parties that the present Article 93 in its present form be maintained, but that the following note be added to the rule:—

> Nothing in this agreement shall obligate the Railway to call a spare yardman who would be entitled to payment of overtime rates when there are available spare yardmen who could work on *pro rata* rates.

The Company's fifth proposal is to amend the yard overtime rule to provide for payment of *pro rata* rates to yardmen when required to perform a second tour of duty, not continuous, within a twenty-four hour period. This request applies to Article 93, which covers both the situations set out in the fourth and fifth proposals of the Company, and only one amendment is necessary to meet both proposals. Therefore, the comments which we have made with regard to the fourth proposal of the Company would apply equally to this request. We see no reason why the Article itself should be amended, but we do feel that the note of clarification should be added to it.

The Company's sixth request is to revise current rates to provide that initial and final terminal delay in all classes of service be used to make up the minimum day. This request deals with Article 3, and in that connection we would not be prepared to recommend that there be an amendment to Section (a). With regard to Section (b), we feel that this initial and final terminal delay is calculated to provide for payment for services rendered which might be considered as extra services. To the ordinary worker, if he were paid for his eight-hour day and required to stay on, it would be considered as overtime. In the running trades, the eight-hour day is paid on the basis of mileage or alternatively time. There is no doubt in our mind but that initial and final terminal delay pay should be paid, particularly in view of the fact that it is part of the pay structure on the Canadian National Railways, but we are none too convinced that this should form a premium payment over and above all else. We feel that Section (b), therefore, should be amended so that the last sentence of it will read: "Time so paid may be used to make up the basic day and the monthly guarantee."

The Company's seventh request deals with the elimination of the rule providing for additional payment while switching en route. It appears that this rule is a rule which works as a premium over through freight rates up to way freight rates, and is calculated to compensate for something which is somewhat hybrid in nature. The Board, after thinking this matter over rather thoroughly, have come to the conclusion that at the moment under the present rate structure it would probably not be fair for us to recommend that this rule be eliminated or amended. It is true that the crew on a through freight train is paid for their time or their mileage. From this one might say that the employer has a right to expect them to do any work that was necessary, but where there is switching en route of a sufficient quantity the rates go up to the way freight rates, and therefore if half the switching is done on a through freight there should be something more than through freight rates paid. Under these circumstances, therefore, we must recommend that the present rule continue.

We have dealt with the Company requests on the Atlantic and Central Regions. We must now turn to the Company requests on the Western Region.

The Company has asked for the elimination of the rate differential in freight service on lines west of Edmonton. The present rule calls for a differential of 16 cents per hundred miles more on lines west of Edmonton than applies to lines east of Edmonton. The Company takes the position that the differential may have been justified at its inception in construction days, but that it is no longer justified under the operating conditions of the present. The Union takes the position, on the other hand, that the differential is still justified by the difference in terrain and the conditions of mountain operation. This Board can quite understand that there is considerable difference of terrain on the lines west of Edmonton from that on the lines east. It is difficult for us as

laymen to understand how that terrain affects materially the rail operation. It is difficult for us to understand how the terrain increases hazards to any great extent. We would, therefore, be inclined to the view that the Company has made out a case here. On the other hand, we understand that there is still a differential in existence on the CPR lines in roughly the same area. This, we understand, has not been carried to an issue in the Conciliation proceedings between this Union and that Railway. The differential here is not large. We feel, therefore, under the circumstances that in spite of the fact that, in our opinion, the request is justified, we should not at this time make it the subject of a recommendation.

The Company's second request is to eliminate all reference to daily and monthly guarantees. This Board cannot follow the argument, or at least we are not convinced by the Company's argument, that these guarantees should be eliminated. We feel that the men are entitled to their guarantees, and that they should remain in their present form. We would, therefore, recommend that Articles 1, 2, 3 and 4 should be retained in their present form.

The Company's third request is to eliminate Article 5, Rule 40, in its entirety, and substitute the following:—

> The regular way freight trains will not be doubled headed, except where there is but one freight train each way daily and in case of storms, and in which event the tonnage will not exceed the weight of the largest engine attached.

The present rule, which is considerably more complicated than the rule above requested, is, it appears from the Company's point of view, a completely restrictive rule. It appears to have grown on the Canadian National Railway system from something that was in effect on the old Canadian Northern system, and is a legacy of doubtful value. Under the present rule, the maximum number of cars is fixed at 35 if the train is double headed. In the suggested rule, it is not so limited. It would seem that there is protection under the suggested rule where the train is limited to the tonnage of the largest engine attached. It would seem that there is no real basis as to why this amendment should not be granted. As we understand it, there is no such restrictive rule on the Canadian Pacific or on the Canadian National Atlantic and Central lines. We, therefore, cannot see why there should be any objection by the Union to re-writing the rule as presently requested. Taking everything into consideration, therefore, we are prepared to recommend that the rule be amended in the way that the Company has requested.

The Company's fourth request is to amend the rule to provide that initial and final terminal delay will be paid on a minute basis and that initial and final terminal delay in all classes of service may be used to make up the minimum day. This proposal is somewhat similar to one of the proposals on the Atlantic and Central Regions, and our reasoning there should apply here. In our opinion, there is reason and a sound basis for the rules requiring terminal delay pay, but such pay in our opinion should not be a premium payment which would be paid the employees over and above all other guarantees, but should be for payment for services rendered to the Company generally. Therefore, in all reason this type of payment should be included in and used to make up the minimum day required. We would, therefore, allow the Company's request and recommend the amendment accordingly.

The Company's fifth request is to provide that freight men on extra passenger trains be paid at passenger rates. There is no doubt that there is much to be said for both the Union's and the Company's point of view. There is no doubt, too, that any rule on this subject can have certain cases where an injustice is done to the individual. It is our duty here to make a finding that will do justice to all the parties, or at least to a majority of the parties, on an overall basis. Freight rates are considerably higher than passenger rates, the reason being that the passenger mileage rates are calculated on a higher rate of speed than are the freight rates. The passenger operator is expected to travel further than is the freight man in the same day, and therefore the rate is calculated accordingly. When a freight man, then, is temporarily transferred to passenger service, if his wages are calculated on freight rates, the transfer is a most desirable type of transfer for him as he runs the extra mileage not only at the higher freight rate, but at a much faster speed, and therefore he collects a much greater remuneration for the particular run. This does not seem to be fair to the Railway, or even to the regularly assigned passenger man. Usually where a party is transferred temporarily and for convenience of management from a better paying job to a poorer job in industry, the job rate should not apply and the employee should carry with him his personal rate, because it would mean a reduction in the take-home pay per day

of the transferred employee if done otherwise; but here, by reason of the calculation of the differentials, it would mean no such reduction. Therefore, in our opinion, we feel that the Company had made out a case and the Union should be prepared to agree to the amendment.

The Company's sixth proposal is a request for payment of *pro rata* rates to yard helper when required to perform a second tour of duty as a yard foreman within a twenty-four hour period. This request is almost identical with the request made on behalf of the yard helper counterpart on the Atlantic and Central Regions. Our reasoning with regard to the disposal of that request should apply equally to this request. We would, in general, not be prepared to alter the rule which is Article 1 of the Yardmen's Agreement applying to the Western Region, but we would add a footnote at the end of the said Article in the following form:—

> Nothing in this agreement shall obligate the Railway to call a spare yardman who would be entitled to payment at overtime rates when there are available spare yardmen who could work on *pro rata* rates.

The Company's seventh request is in the same form, but deals with yardmen who are required to take a second tour of duty within a twenty-four hour period. The recommendations made in connection with the Company's sixth proposal apply equally to this proposal. The Article affected is the same one as affected under the disposal of the sixth request, and therefore the amendment which we would add to the Article in the form of a note is the same amendment or note that we have suggested to be added with regard to the said disposal in the sixth request.

Dated at Picton, Ontario, this 9th day of December, A.D. 1952.

(Sgd.) Wilfrid S. Lane,
Chairman.
(Sgd.) T. R. Meighen,
Member.

Report of the Hon. A. W. Roebuck, QC

It is with regret that I must report my inability to join in the Report of the Chairman, His Honour Judge W. S. Lane, and concurred in by Mr. T. R. Meighen, QC. There are a number of statements in the Chairman's general remarks which I do not approve, and there are a number of recommendations, particularly that with regard to wages, with which I emphatically disagree.

The Brotherhood has asked for an advance in wages of 35 per cent across the board, and has supported their request on the grounds of an increase in the cost of living, including a considerable burden of taxation on the one hand, and an increase in the productivity of their work and of Canada generally on the other hand, and they point out that the wages of the classes of employees which they represent have not advanced proportionately to the wages of other classes, and with wages in industry generally. The cost of living has risen since the last increase in wages given to these men in December 1950, when their last agreement was signed. At that time it stood at 171·1, and it increased during the period of the agreement to 188·7 in April 1952, when the Trainmen's new agreement should come into effect, an advance of 10·3 per cent. The increase in taxation to which the railroad has been subjected in recent years has been passed on by the Railway in increased passenger and freight rates to the general public. This is the rule with regard to taxes upon enterprise and production generally in both manufacture and commerce, and the men claim quite naturally that taxation is an element which enters into the maintenance of their standard of living.

The Brotherhood claims that the workers in the Railway industry are entitled to share in the increased productivity of the business in which they are engaged as well as in the industrial progress of the nation as a whole. It is common knowledge that the Railways are hauling much more freight tons behind each locomotive than was possible a few years ago, and the introduction of diesel traction power will continue the trend upward sharply in the future. In 1939, the total value of goods and services produced in Canada amounted to 5·7 Billion Dollars; in 1950 it was 18·1 Billion Dollars, more than three times the 1939 figure, and in 1951, the figure is estimated at 21·2 Billion Dollars. Making all allowances for the increase of prices and the growth in population, it is stated that the amount of goods and services available for each person in Canada have increased from 1939 to 1951 by 52 per cent. The Brotherhood estimates that the standard of living could be half as high again in 1952 as it was in 1939 measured in goods and services available. The Trainmen believe they are entitled to share to some extent in this progress. The Union was able to show increases in real wages to industry generally considerably in advance of the increases obtained by trainmen.

In reply, the Railway management pointed out the increase in the operating ratio from 91·05 in 1950 to 94·37 in 1951. The difficulties encountered by Canadian

Railways in meeting their financial obligations are serious, but it is not a good reason why their obligations should not be met. The Railway's balance sheet is not an element in the cost of equipment and supplies, and, while the employees of the Brotherhood are vitally interested in the success of their industry, they must not be expected to work for a lower rate of wages than is justified by the facts. The Railways are Canada's national life line, and have throughout their history been a concern of the Dominion Government. They are essential to the economy of Canada, and those in authority must take such steps as will enable them to pay their legitimate expenses.

My fellow members of the Board concede that an increase is justified under all the circumstances, and they have recommended an advance of 12 per cent. I disagree only as to the amount. The Brotherhood has asked for 35 per cent, and weighing all the factors, and after a very extensive investigation, I am of opinion that the circumstances warrant and justify an increase of 20 per cent. The average basic rate of all employees of the Canadian National Railways within the membership of the Brotherhood of Railroad Trainmen, as exhibited in their current agreement, is $1.29 per hour. The increase that I have suggested would raise the rate to $1.54·8 per hour, which is certainly not excessive when compared to wages paid in industry generally. It must be borne in mind that the members of the Brotherhood of Railroad Trainmen are Conductors, Baggagemen, Brakemen and Switchmen in Yard Service. They are the men who operate the trains under all conditions of hardship and hazards. When one considers the exposure to which many of them are subjected, the irregular hours, and their hours away from home, and the responsibilities which they carry, it seems to me that the rate suggested is thoroughly justified.

The men have asked for an Escalator Clause in their prospective agreement, that is an increase in wages to offset increases in the cost of living should they occur. According to the decision of the Chairman and Mr. Meighen as set forth in the majority report, this is decided against on the ground of difficulty in bookkeeping and budgeting, which make it neither feasible or possible at this time. The writers, however, seemed to have overlooked the fact that the Escalator Clause, or a cost-of-living bonus, is in effect on every Railway in the United States benefiting more than a million employees, and including those Railway lines operating in the United States under the jurisdiction of both the Canadian National Railways and the Canadian Pacific Railway. Not only so, but a cost-of-living bonus was in effect at the instance of the Government of Canada itself, on the Railways of Canada during most of the years of the recent Great War. There is much to be said in favour of the Escalator Clause for it gives security against fluctuations in the cost of living and has been very widely used for this purpose in railroading and other industry and has not been found economically unsound.

The Brotherhood asks for a 40-hour week in Yard Service only, and the Chairman admits that the five-day week is becoming a pattern in industry in this country. That is so, and the rule is in effect in Yard Service in the United States on many of the major Railways of that country, for instance, the Pennsylvania, New York Central, Ohio Lines, Northern Pacific, Great Northern and other leading railways. The non-operating employees of both Canadian Railways now have it and as well the men who work in conjunction with the Yard Service employees, men who actually operate the cars, such for instance, as those who couple hose, inspect cars, repair cars, track men, maintenance forces and so forth, complementary to the Yard Service. All hourly paid men on the staffs of both Railroads of Canada are on a five-day week with the exception only of the Yard Service employees. They are the last ones to be included, and they are the very class who need it most. The work of the Yardmen is to be distinguished from other Railway trades in that they tramp about on foot, climb on and off cars, wind brakes and endure hard physical work in the open in all conditions of weather and in three shifts throughout the entire 24 hours of the day. I personally endorse the principle. Its application is coming inevitably, and the Railway management would do well to accept it graciously and co-operate in making it effective by the 1st of October 1953.

The wage recommendation in the majority Report makes the increase recommended conditional upon the acceptance by the employees of certain rule changes asked for by the employers and recommended in that report. I do not approve such a proceeding, and I am quite confident that the members of the Brotherhood will not willingly accept changes of rules which they consider to their advantage for any wage or other consideration. The rules in question must stand or fall on their own merits. It

would be a mistake to consider them subject to the compulsion of financial considerations.

I shall deal first with the Company's request and in the order adopted in the majority Report, commencing with the Atlantic and Central Regions.

The first request in this district is for the elimination of all rules providing for payment of the long established monthly guarantee in all classes of service. Such a change would upset the whole way of life in Canadian Railways, and would produce conditions absolutely chaotic. The majority Report rejects the suggestion and I agree with the Chairman and Mr. Meighen.

I also agree with the majority decision in rejecting the Company's request that Freightmen called for temporary service on passenger trains be paid as Assistant Conductors and at a lesser rate than they are paid in their own jobs. When the Company for its own convenience assigns work irregularly and for short terms with resultant disturbance of hours, they should not couple with it an enforced reduction in take-home pay.

In its third request, the Management wishes to eliminate in the rules the guarantee of 100 miles or 8 hours' pay to regularly assigned way-freight work and construction trainmen. For obvious reasons, I join with the majority of the Board in rejecting this request.

The Company wishes it made clear that management is not obligated to call a spare Yardman who would be entitled to overtime rates when there is available a spare yardman who is entitled to *pro rata* rates only. This is the present practice and the Brotherhood has no objection to making it unmistakably clear in the rules, and I join with the majority of the Report in recommending accordingly, but that otherwise the present Article 93 in its present form be maintained.

With regard to the Company's fourth proposal, I join in the majority Report which rejects the request to amend the Yard overtime rule which requires the payment of time and a half to a Yard helper when required to perform a second tour of duty as Yard Foreman within a twenty-four hour period. It may be well made clear however, if desired, that the Company is not required to call a spare Yardman as Yard Foreman to such duty who would be entitled to payment of overtime rates when there is available a spare Yardman who is entitled to *pro rata* rates only.

Company proposal No. 6 is a request to revise the current rules to provide that initial and terminal delay in all classes of service may be used to make up the minimum day. The majority Report agrees to this, and I disagree. After many years of negotiations and experience, there has been established standard of payment for railway services, and this proposal to make initial and final terminal delay time payment a part of the guarantee is but another method of reducing the established rates of pay. This is not a time for reductions in pay, either directly or by subterfuge, when this entire Board is unanimous on the necessity and justice of an increase in pay.

Company's proposal No. 7. Management wishes to eliminate the Rule providing for additional payment for switching en route. Trainmen are paid per trip on a time and mileage basis, whichever is the greater, from the passing of the outer switches on leaving the initial terminal until arrival at the final terminal. This is a long established rule. Obviously if the crew is required to do switching en route, the time and mileage basis is upset to the disadvantage of the Trainmen. If the universally accepted time and mileage basis is just and equitable, it seems clear to me that additional payment for additional service is not unreasonable. I would therefore reject this request, and I am pleased to note that the majority Report agrees with me.

I now turn to the Company's request on the Western Region.

It has long been recognized that the difference in operating conditions on the lines west of Edmonton are more difficult than on the lines east of Edmonton, due to mountain terrain. There are the hazards of rock and snowslides, the very existence of snow sheds, tunnels and curvatures, to say nothing of steep embankments and great heights which all add to the dangers and have resulted in many fatalities which have occurred in the past. These differences in operating difficulties have been recognized by an almost trifling differential in wages of 16 cents per day additional on the Western section. This the Company asks to abolish. I agree with the majority that it should be maintained, but not for the reasons specified in the Report, but rather because I am of opinion that the differential is justified.

The majority Report rejects the Company's second request which is to eliminate all reference to daily and monthly guarantees. This would be a simply monstrous change to enforce upon the Railway employees of this country, and I agree with the majority Report in rejecting it.

There is an old Rule on this section of the Railway that regular way freight trains

will not be double headed, except where there is but one freight train each way daily and in cases of storms, and in which even the maximum number of cars is fixed at thirty-five to the train. The Company wishes to alter this maximum to not exceed the weight of the largest engine attached, and this I think reasonable. I agree with the majority Report providing the phrase, "the weight of the largest engine attached", means the rated capacity of the largest engine attached.

The Company's proposal No. 4, is to amend the Rules so that initial and final terminal delay in all classes of service may be used to make up the minimum day. This is the same proposal as I have already dealt with under Company's proposal No. 6, of the Atlantic and Central Regions, and I reject the request for the same reasons. The majority Report is prepared to grant the Company's request that freightmen required to run on extra passenger trains (that is not regularly assigned passenger trains), should be paid at passenger rates, but the Report makes clear that the concurrence is based on a misconception of the facts. When a freightman relieves a passenger man, and runs the full passenger run to the passenger terminal he is paid now at passenger rates, but when a freightman is required to operate on an extra passenger train he is not allowed by the Rules to pass the freight terminal. This Rule is for the protection of the Company in order that freight workers shall not be scattered in all directions; it is necessary that management retain their staffs in their various divisions. Now the freight terminal provides shorter mileage than does the passenger terminal, and in consequence were the freightman paid at passenger rates for the shorter run, he would on the average lose approximately one-third of mileage paid for whenever so called. I would reject this request.

The Company's 6th and 7th requests are similar to Management's 4th and 5th request on the Eastern Region, and they are unanimously rejected on the Western Region for the same reasons as previously expressed.

There is one more point in the majority Report with which I must deal, and that is the suggestion that there can be no retroactivity in the Board's recommendation because of an agreement between the parties. The agreement to which the Report must refer is that dated the 4th day of February 1932, which reads in part as follows:—

> It is agreed that in the event of any disputes arising in future in respect to proposed revisions of any or all of the agreements which shall be referred to Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act retroactive effect shall not, except by mutual agreement, be given to the recommendations of such Boards beyond the date the disputes are finally dealt with by the Boards and copies of their reports have been delivered through the Registrar of Boards of Conciliation and Investigation to the parties affected.

This agreement also provided for a reduction of ten per cent in the pay of the classes of Railway employees of both the CNR and CPR Companies, and it is quite obvious that "the agreement" to which reference is made were the agreements then in effect between the parties. The agreements in question were to run for a considerable time, but they have long since passed into oblivion. Not only so, but the paragraph above quoted refers to "Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act." That Act gave way to the provisions of Order in Council, P.C. 1003, which in turn was succeeded by the Industrial Relations and Disputes Investigation Act assented to on the 30th of June, 1948, Section 73 of which is in these words: "The Industrial Disputes Investigation Act is repealed." A provision with respect to Conciliation Board under an Act long since repealed, and in reference to agreements long since expired can have no reference whatever to the present relations between the Canadian National Railways and its employees in the year 1952.

Not only so, but agreements which have been entered into between the Company and the Unions in recent years have been made retroactive by consent of both parties. No objection was made or even suggested when on the 3rd of March 1951, an agreement was signed which was retroactive to the 1st of December 1950. This is the very agreement which we are now proposing to revise, and which is referred to in the majority Report in reference to the cost-of-living index matter.

In my opinion any recommendations made by this Board should be retroactive, so far as that is physically possible, to the 1st of April 1952, when the current agreement expired.

Dated at Ottawa, Ontario, this 12th day of December, A.D. 1952.

(Sgd.) A. W. Roebuck,
Member.

Report of Board in Dispute between

Canadian Pacific Railway Company
and
Brotherhood of Railroad Trainmen

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, the Hon. Senator A. W. Roebuck, QC, of Toronto, and Mr. Norman L. Mathews, QC, of Toronto, has met the parties at the City of Toronto on August 12, 13 and 14; on September 8, 9 and 10; on September 16; and on November 4, 1952. In addition the Board met in executive session in the City of Toronto in connection with this matter on the 28th day of October 1952.

The parties were respectively represented as follows:—

For the Company—

Mr. E. S. McCracken, General Manager Prairie & Pacific Regions, Chairman of Negotiating Committee for Company,
Mr. I. J. McNaughton, Asst. Manager of Personnel, Member of Negotiating Committee,
Mr. A. M. Hand, General Manager Quebec Central Railway, Member of Negotiating Committee,
Mr. J. Shepp, Superintendent Vancouver Division,
Mr. W. M. Russell, Superintendent Winnipeg Terminals Division,
Mr. H. Shoebridge, Assistant to Vice-President, Personnel.

For the Union—

Mr. A. J. Kelly, Chairman of Negotiating Committee,
Mr. L. C. Malone, Secretary, Negotiating Committee,
Mr. C. W. Stanley, Statistician,
Mr. D. Paltiel, Statistician,
Mr. P. S. Rody, Member,
Mr. P. R. Lewis, Member,
Mr. T. D. McLaughlin, Member,
Mr. R. H. Morrison, Member,
Mr. W. G. McGregor, Member.

The case on behalf of the Union was conducted by Mr. Kelly and Mr. Malone, with the assistance of the other members of their Committee and particularly Mr. Paltiel, one of their technical advisers. The case on behalf of the Company was conducted, as directed by Mr. McCracken, by himself and the other members of his Committee.

The requests made by the Union were requests which could be classed as economic in nature. They consisted of a request for wage increase of 35 per cent across-the-board, an escalator clause, a reduction in hours with maintenance of take-home pay for yardmen, a request for a seniority change covering yardmasters, a rule change covering yardmasters' duties, and a reclassification of the railway yards.

The Company asked for three basic rule changes: A revision of the starting time rule for yard crews, extension of switching limits, and a request that *pro rata* rates be paid for second shift in yard service starting within a twenty-four hour period.

The issues were very thoroughly canvassed by both parties. The Union went to great lengths to show the necessity for their various requests, particularly with regard to the request for wage increases. They attempted to show that there were many grounds which would entitle them to varying amounts of increase, but that when taken in conjunction showed, in their view, that their request for 35 per cent increase was most reasonable. They advanced many arguments supporting their escalator clause, as well as their demand for a 40-hour week with maintenance of take-home pay for yardmen. In the latter connection, they pointed to the experience on American railways, which they felt was the place to look for a proper comparison on this issue.

The Company, on their part, supported their requests by attempting to show that the rules concerning which they were asking for amendment or elimination had been in effect for many years, some since 1919, and had grown antiquated. They had by changing conditions become burdensome and expensive and, in the opinion of the Company, generally detrimental to the efficient operation of the Railway. They went most thoroughly into the operation of each rule, and attempted to show that the rules in question had very little foundation in reason, and were merely a growth which had over the years attached themselves to the agreement between the parties. There was considerable rebuttal evidence given by the Company with regard to the cost factors involved in the various monetary requests of the Union. There

was considerable stress given to the fact that, if the Union request for a 35 per cent increase were granted, the cost factor to the Railway would be prohibitive, and that a reduction of hours for yardmen would seriously aggravate that cost, without considering any other requests. In addition, the Company went very thoroughly into the increase in the cost of living, and pointed out that, taken from the date of the last settlement, it would be substantially less than 6 per cent rather than the 10·3 per cent which was set out by the Union.

The position of the Company and its ability to pay, by reason of its fixed rate structure, was thoroughly canvassed, and generally the Company took the position that, while the men were entitled to be given justice, they were not entitled to receive unreasonable increases at the expense of the general Railway operation. The Company urged the amendments which they requested be considered favourably, as they felt that they tended to go to the whole issue of the efficient operation of the Railway, and that that could not be carried out if the present archaic rules, of which these were some, remained in effect indefinitely. They asked that the Railway be put in a position where it could successfully compete in the transportation field.

All issues were competently met and thoroughly discussed by all parties, both by way of defence and by way of rebuttal on defence, so that the Board would have the assistance of everyone's point of view before we made any attempt to formulate our report. After the issues had been thoroughly placed before us, and after the Board had met in executive session to correlate our thinking, the Board met the parties and made a serious attempt to see if there was any possibility of getting the parties on some common ground towards a settlement. It was found that there was no such possibility, and the Board, therefore, found itself in the position of making our findings and formulating our report. We do this with the feeling that, while there are some serious differences between the parties on the issue of wages, and on some of the other issues for that matter, the parties will, after having received the report, find it possible to renew negotiations and work out a settlement along the lines set out in this report.

Generally speaking, this Board does not consider that there is any special sanctity to be found in a set of rules merely because they have been in effect a great number of years. Neither are we able to find that the fact that those rules originated from the so-called MacAdoo award makes them any more sound in principle than any other rule. Conversely, we are not prepared to find that the fact that these rules came to Canada in the MacAdoo award from the United States should make them any less acceptable to us. In our opinion, every rule or term of any contract must justify itself by its own terms, and in the net analysis by its result in operation. These rules have, in some cases, been in effect for some number of years. This fact must be considered when we come to assessing the value of the particular rule. If they had not been relatively satisfactory, surely they would have been changed during the years. On the other hand, conditions do change from time to time and old rules do have a tendency to become obsolete, antiquated and no longer useful. Some may become definitely harmful and a hindrance. If this be the case, we feel that it is in the interests of both Management and the Employees that these antiquated, harmful or damaging rules should be changed, whether it be at the request of the Union or at the request of the Company. This must be so, even if a number of persons large or small are adversely affected by the change. We must remember that the interests of each employee by and large must be identified with the common interest. No individual has a higher right than the greatest number, and therefore no special group has a right to maintain a rule which may grant special privilege, but which in giving that special privilege does so at the expense of the larger group. It seems to us that the individual interest must be governed by the group or overall interest. Following this thought, it seems to us that the only way by which the interests of the employees generally can be maintained is to see to it that the Railway operates efficiently. In other words, the interests of both Management and the Employees must stem from a healthy operation of the Railway. This must be without exploitation on either side. The Railway must be allowed to operate efficiently, while the employees must be paid and provided with conditions of work which will recognize the dignity of the individual as well as the real contribution which he gives to the operation of the Company. In addition, we must remember that the welfare of this country as a whole is more than we wish to admit dependent upon the Railways. The welfare of the Railways, in turn, depends largely on co-operation between its employees and its

management. It follows, then, that the disputes involved in this Conciliation must be worked out, not in the interests of the Company, not in the interests of the employee, but in the interests of both parties without any bias towards either. We have approached the issues with these thoughts in mind.

On the question of the request for wage adjustments, which will be specifically referred to later on in this report, we feel that we must approach the problem bearing in mind the following factors, in addition to those above set out: The men, in our opinion, have made out a case for some increase in their wage rates, if we are prepared to concede that the cost of living with its related factors has a bearing on wage rates. It would be well to remember, in this connection, that cost of living as tied to the index, or any cost of living increase however measured, where it is present with an inflationary trend carries with it where there is no escalator arrangement a cumulative loss to the worker, or for that matter to the salaried employee. In addition, and as a co-existent factor in the question of cost of living, but not measured by any index, is the question of direct and indirect taxation, which has been and is continuing to mount, with its impact upon the income of the individual and its resultant reduction in the standard of living of that individual. In this connection, it might be well for us to remember, however, that the Railway trainmen are no different than is any other segment of society in so far as the impact of taxation is concerned. All these factors may well be considered when assessing the issue of the rising cost of living and how it affects the individual in relation to an increase in wage which he may or may not have made out. There are other arguments advanced in this Conciliation dealing with the increase of productivity of the individual trainman and the collateral arguments that the trainman is entitled to his share in the increase in the national production or the increase in the amount of goods and services available to each person in this country.

We think most of us agree and must agree that the cost of living with its correlated factors is a matter of great importance to any person living on a fixed income, whether it be an hourly wage or a salary, and that the individual who can point to an increase in the cost of living without a like increase in his wage has, to some degree, made out a case for adjustment. How far that wage adjustment should go depends on how far back one is prepared to go in making comparisons, and how many factors recited above are to be considered to have an impact upon the wage rate.

The Board was not particularly impressed by the argument that the individual employee had a claim to increase in his wage rate to provide for the purchase by him of his share in the goods and services made available by the increased national production. There is no doubt that indirectly every person has a stake or share in that increased national production and the goods and services made available thereby, but we feel that this argument does not directly enter into the wage problem as a basis for increase, and that the share in those goods and services is automatically covered in any scale of living or in any increase in wages which may be measured by any general basis of comparison. To utilize the increase in national production as a basis or argument from any other standpoint seems to us to be fallacious, because it is not so much national production that counts in this regard as does national consumption, and we have no evidence of increase on that basis. Even if we had, however, it appears to us that it is going too far to say that this is a separate element involved in wages which must be considered, because we feel it is a matter which is automatically taken care of by the economy of the country. The Board was also not impressed with the argument that there had been a significant increase in the productivity of trainmen. The evidence did not seem to completely bear out this thesis. It may be that there is some truth in this statement, but once again it depends on where the base of comparison is taken. If we compare the present to certain periods of slack operation of the Railway in the past, it may be that by comparison the trainman is producing more now than he did then. Such a comparison, however, does not seem to us to be valid. We feel that the only fair comparison would be between relatively equal periods where some technological change such as introduction of diesel power might possibly have been the basis for a change in work load. Under those conditions, there might have been a change in productivity which would have to be recognized. There was no evidence before us here that there was any such factor involved. Nevertheless it is true that all these factors must be considered, and must be weighed when arriving at a figure which would be a proper figure upon which to fix the rates for the Railway at this time.

There is an additional factor, however, which must be considered. The wage rates were fixed by agreement on April 1, 1951, at which time the last known index figure was that of February 1, 1951, of 175·2. It would seem that there would be much to be said for the argument that, when two parties sit down and agree upon a rate, the resultant rate is usually a fair one. Such agreement, therefore, should at least leave room for the argument that we should not go back of February 1, 1951 in making our comparisons for wage increase. Were this done, and were we to take into consideration the present index of 184·8, we would probably find that the amount of increase indicated would be substantially less than 6 per cent. There is another factor which must be considered in our thinking upon this matter. It is to be found in settlements with the Locomotive Engineers and the Brotherhood of Railway Conductors. It is true that these settlements, except in so far as they may lend some confirmation to the basic argument of rate structure, should have no effect upon this Board because those organizations deal for their own membership, and in no sense are or should be allowed to set the bargaining for other groups. The Company also alleged at the hearings that they had offered the Brotherhood of Railroad Trainmen during negotiations a 9 per cent increase, which was refused and subsequently withdrawn. The Company now takes the position that, under present conditions, they are not prepared to make so high an offer.

There is an additional and very important factor involved in this wage issue. It might be considered from the aspect of ability to pay. Without question, the operation of the Railways in this country is marginal. Their rate structure is a controlled structure, and one which is rather judiciously guarded by the Board of Transport Commissioners. This fact has been borne out by the recent decision of that Board refusing an increase in freight rates to the Railways. This refusal, however, is not the last word and cannot be considered to be the whole answer because, if other factors in the future are put before that Board on another application, it may be that they in their wisdom may deal differently with it. The question which is far more important for us to consider in the matter of this Conciliation is how much rate increase would be possible for the Railways to add to their present rates without invoking the law of diminishing returns and crippling the operation of the Railways from a competitive standpoint. There is no doubt that other forms of transport take a great deal of the business now, and if the rates were increased substantially, those other forms of transport would take an even greater share of that business. Such a result could have a disastrous effect upon the Railway employees themselves. It has been said with truth that the Railway employees should not be asked to subsidize the operation of the Railways in the interest of the country at large. With that statement every member of this Board agrees. It has also been said that it is the special duty of the federal Government of this country to see that the Railways operate by whatever means may be necessary to that end. The statement is true in so far as it goes, but it cannot be expected that any government could or would be justified in subsidizing a Railway operation for the express purpose of putting the Railway employees in an especially favourable position in relation to their fellow workers in this country. We must approach the problem from the standpoint of doing justice to the men, but at the same time we must do justice to the Railways and to the country at large.

This Board, after hearing all the representations and bearing all these factors in mind, are prepared now to find that there should be a wage increase across-the-board at this time of 12 per cent. In making this recommendation, we point out that if computed on the average of basic wage rates ($1.29 per hour), it would mean about 15½ cents per hour, but if calculated on the average hourly earnings ($1.66 per hour) as shown to us by the Union, it would mean 19·9 cents per hour. In view of the fact that earnings are affected in reality by any recommendation, the latter figure is the effective one in fact. While this amount is considerably higher than the amount indicated by the present cost-of-living index, nevertheless when the other factors are considered, we feel this increase is indicated. We do, however, make this recommendation conditional upon the acceptance by the employees of certain rule changes which we are recommending in this report, because we feel that in part some of the increase must be earmarked for the purchase by the Railway of certain changes in the rules. Certainly the amount of our wage recommendation would not be as high if it were not coupled with the rules recommendations.

This wage recommendation is made at the instance of the Chairman, with the somewhat reluctant concurrence of Mr. Mathews. Mr. Mathews had felt that a

9 per cent increase would be more in accord with the realties of the situation. but to get an effective report of this Board and to avoid a disagreement, bearing in mind that there can be no retroactivity involved in this recommendation because of the agreement between the parties shown to us at the sessions of the Board, he has decided to concur with the Chairman in making this recommendation.

On the question of escalator clause, we do not feel that we can make a recommendation at this time for such a clause in this contract. We base our findings, in this connection, on the fact that, in view of the complicated system of payment in the Railway set-up, an escalator clause would be almost an impossibility from an administration standpoint. It could not be expected to operate even from the standpoint of the most optimistic except on a half yearly basis by reason of the complicated pay system of the Railways. We recognize there is much to be said for it if the cost of living is a decisive factor in the wage adjustment. On the other hand, in our opinion there is more to be said against it from a practical standpoint, particularly when in fairness any cost-of-living adjustment, if accepted on principle, should have to go up and down. This, we recognize, would not work out in a satisfactory manner, and we would therefore feel that the factors against it are so great and the benefit of it so doubtful at the present time, that it should not be recommended.

On the Union's request for a 40-hour week for yardmen, we recognize that the 40-hour week is more and more becoming a pattern in industry in this country. We recognize, too, that the 40-hour week for yardmen is in effect on certain American railroads, but we bear in mind the fact that those railroads are by no means a majority. Even where it has been placed in effect in the United States, we believe that it has been done without a complete maintenance of take-home pay. We do not feel that without this maintenance factor it would be acceptable to the men in Canada. In addition, we wish to point out that the conditions in Canada are not the conditions in United States, and this applies most particularly to railways, because here with our sparse population and our long rail lines the conditions of operation cannot even be compared to the operations across the border, where the population is dense and the railways serve a much greater population per mile of line. Therefore, in our opinion a comparison between conditions here and there, in most instances, is not valid. From the evidence both for and against, we recognize that no doubt it could be done, but in our opinion the cost factor would be prohibitive, particularly in view of the fact that our railway operation is at best marginal. From the evidence, we understand that the reduction in hours as requested, with a maintenance of take-home pay would cost this Railway an amount which is completely out of line to the benefits of the change. We, therefore, do not recommend that there be any change for yardmen in their hours at this time.

The union has made a number of requests for rule changes, the first one with which we propose to deal being in connection with baggagemen and trainmen handling Government mail. The request which applies to Eastern lines is that trainmen and baggagemen who are required to handle Government mail be paid a minimum of $8 and a maximum of $25 per month, rates to be set according to the number of points serviced and the number of bags handled on runs, and the arrangement to be made between the General Manager and the General Chairman. The suggested amendment contains certain terms which merely go to set up the machinery under which this can be carried out. The Company, of course, objects to this, taking the position that the men are paid for their time and whether they handle Government mail or some other baggage should be of very little difference to the men involved. We would be inclined to agree with the Company on their position, because very definitely, whatever the rate may be that is set for baggagemen, the Company is paying for the time of the individual concerned, and therefore is entitled to his full service whether that be carried out in handling Government mail or some other form of traffic. The principle behind the issue seems to be unworthy of too much consideration from the standpoint of principle, but there is a practice on some railways in this country whereby some such payments are made. We do not see why the Canadian Eastern Region should be in this regard placed in a different position than is the Canadian National Railways, and for that matter from the Canadian Pacific Western Region. The request here, however, appears to be larger than the allowance made on the CNR or on the CPR Western lines for like service. We would therefore, be prepared, taking all this into consideration, to recommend that the same arrangement be made with the baggagemen and trainmen on the CPR Eastern lines as exists on the CPR Western

lines, and that the terms of their contract on this point be written into this contract.

The next request by the Union for rule change is a request for payment of terminal delay, both initial and final, on the Eastern Region. We do not propose to go into this requested rule in detail. On principle, we see no reason why initial and final terminal delay should not be paid unless there is some factor involved which would make it unfair. In this instance, there appears to be a factor which should be considered. It is paid on the Canadian National. In spite of this fact, the Canadian Pacific trainman, by reason of a different calculation of wage rates, makes a slightly higher take-home pay than does his counterpart on the other Railway where this is paid. It was suggested to us that the reason it is not paid is because the men at one time elected to take the rates without the initial and final terminal delay, and that actually it is figured in those rates. This would appear to be correct by reason of the comparisons. If this is correct, then we would be doing an injustice were we to recommend that it be paid at this time. We, therefore, do not recommend that there be any change in this regard.

The Union has requested that extra yard engines in service five days, the starting time of which has not varied more than one hour and thirty minutes on any one of the five days, will thereafter be made a regular assignment and manned as such. It appears to us that, in view of our recommendations with regard to the starting time of yard engines, which will be made in this report on the Company's request, that this request of the Union should be granted. If, on the other hand, the parties are not able to agree when they come to negotiations that the starting time restrictions generally will not be removed as we have recommended, then it would be iniquitous in our opinion that this rule should be changed as herein recommended. On this basis, therefore, and conditional upon the acceptance by the Union of the recommendation on the removal of the starting time rule, we are prepared to recommend that the Union's request for alteration of this rule be granted.

The Union has requested a change in Rule (S) of the Yardmen's Agreement, which as we see it does not make any substantial change. It does limit the period within which, after booking rest, a yardman may be called to duty. Under the circumstances, we feel that this is a matter which should be settled by further negotiations, and not one with which we should interfere by recommendation at this time.

The Union has requested, in addition, that the Yardmasters' agreement in so far as it relates to rules be amended on the question of seniority so that it would read as follows:—

> Seniority. After April 1, 1952, yardmen working as part time yardmasters, who have accumulated sixty days as such, will be placed on the yardmasters' seniority list and will thereafter continue to accumulate seniority as a yardmaster and will be given the privilege of bidding on all bulletined positions. They will take their seniority from the date they qualify under this rule, and in the event that more than one qualify on the same date, seniority in the service will govern.

The Union, in making this request, has taken the position that many yardmen are used from time to time as temporary yardmasters, and that for some reason they never get the opportunity to become in fact yardmasters, as they never have the chance to bid in a regular job as such. The Company, on the other hand, takes the position that the question of promotion to yardmaster is a matter of discretion on the part of management, and that men might be satisfactory to do the job temporarily, but could never qualify to do it permanently. After considering the matter, it seems to this Board that the Company is adequately protected by the sixty day period. If they feel that certain men cannot qualify to become yardmasters, they do not have to use them as temporary yardmasters, and it seems to us that if they do use them for sixty days they must have confidence in them to do the job. If they have such confidence, we do not see why these men should not have the right to claim a permanent job. There is an additional factor, however, which was raised, and that was that not all yardmasters are picked from yardmen and that certain other Railway employees sometimes are transferred to the yard as yardmasters. We see no reason why this should not be allowed to take place. Therefore, we are prepared to recommend that the Union's requested rule change be granted, after the word "yardmen" in the first line has been struck out and the word "employees" written in. The suggested rule would now read:—

> Seniority. After April 1, 1952, employees working as part time yardmasters, who have accumulated sixty days as such, will be placed on the yardmasters' seniority list and will thereafter continue to

accumulate seniority as a yardmaster and will be given the privilege of bidding on all bulletined positions. They will take their seniority from the date they qualify under this rule, and in the event that more than one qualify on the same date, seniority in the service will govern.

The next request by the Union in connection with yardmasters is a request that general yardmasters, assistant general yardmasters, yardmasters and assistant yardmasters will not be allowed to throw switches, give any signals except to prevent accident, make up or bleed off cars, check or weigh cars, or perform any duties which come within the scope of other classes of employees. It is urged in support of the request for this change that, if yardmasters or their superiors step in and do these things, they are creating a safety hazard. The Railway does not agree that this is the fact, and it seems to us a rather unusual proposition. It would seem to us that the opposite would be the more likely to be the truth, and it is certain that if such restrictions were placed upon the yardmasters there would be a detraction from the authority of the men in charge of the yards, which would seriously affect their prestige with their subordinates, which is so essential for them to carry out properly their duties in the operation of the yards. We would, therefore, refuse to make a recommendation as requested.

The next request wtih regard to yardmasters is that there be a change in the classification of yards. This, in our opinion, is a monetary request and as such has a significant cost factor. In addition, unless there was something shown which would prove to us that there is a basis for a re-classification of the yards, it seems to us that we would be exceeding our duties to interfere. In our opinion, primarily it is the duty of the Company to classify its system, whether it be a matter of yards or some other operation. The Union, of course, has the responsibility to see that this classification in so far as it affects the employees has been properly done. Nothing was shown to us in the evidence which would, in our opinion, show that the action taken has been improper and, therefore, there seems to be no basis for a recommendation for change. We, therefore, do not recommend that there be any change at this time in the classification of the yards.

The Company has made some requests for rule change. Their first proposal is that the restrictions on starting time of yard engines be removed. At the present time, yard crews may be started only as laid down in Rule (E) on the Eastern Region. This rule is broken down into seven subsections or clauses. The first section in the Company's proposal would be maintained, as it is merely a statement of principle. The second and third sections would be amended to make it possible for the crews to be started according to the exigencies of the service, but at regular times. The difficulties appear to arise by reason of the fact that on regular assignments in continuous service the starting times are limited under the present rule to the hours between 6.30 a.m. and 8 a.m., 2.30 p.m. and 4 p.m., and 10.30 p.m. and midnight. Where the shifts are continuous but only two shifts are worked, the periods under the present rule are limited to any of the periods above set out in paragraph 2. The Company takes the position that these restrictions hamstring the effective operation of the yard in that a crew may not be needed and may not have any work to do at the time that it is required that they be started, if they are to be available when there is work for them, and yet once the work is available there is too much for it to do before the end of the shift. The result, according to the Railway, is duplication and extra assignments, and therefore does not contribute either to the economic or efficient operation of the Railway. The Union against this takes the position that these hours are reasonable hours for the convenience of the men, and that if the work is properly spaced it should have no detrimental effect, and it is because of inefficiency in management that any difficulty arises under the present rule. It appears to us that, in spite of the position taken by the Union in regard to this rule, there must be some loosening of it if the Railways are to continue in efficient operation. The employees are paid and should be well paid for the service they render to the Railway, but at the same time it cannot be expected that the Railway should be required to pay for time which cannot be utilized. We can see no particular sanctity about the starting hours which are laid down in this rule. There is no doubt that every man is entitled to regularity of employment and some regularity as to when his time to work and his time off shall come, but whether that time be 6 a.m., 8 a.m. or some other time should make little difference to him, providing it is regular. This, we feel, is a case where from every angle the Railway is right and their request for amendment should be granted. We would, therefore,

recommend that Rule (E) of the Eastern agreement be amended and be re-written as follows:—

Paragraph 1 in its present form.

Paragraph 2 to read as follows:—

> Where regular assignments are worked in continuous service, i.e., the second crew relieves the first, the third crew relieves the second and the first crew relieves the third, the starting time for the first crew shall be between 6 a.m. and 8 a.m.

Paragraph 3 should be written as follows:—

> Starting time of yard assignments other than those specified in the preceding clause, including extras, shall be in accordance with the requirements of the service.

We would eliminate Paragraphs 4, 5, 6 and 7 from the rule, and we would so recommend.

In view of the fact that the same request, as above set out, applies to the Western agreement, we would recommend that the appropriate rule of the Western agreement be altered in the same fashion as we have recommended in connection with the Eastern agreement.

The Company's second request is in connection with the extension of switching limits to meet industrial expansion. The Company takes the position that by reason of industrial expansion of this country the existing switching limits have become antiquated, and that industrial development has gone far beyond them. It is pointed out that the result of this industrial expansion is that in some instances which are not at all limited road engines have to be brought in to industrial centres from distant division points, and some of which are as far as a hundred odd miles away, to do switching, in spite of the fact that a switching engine assigned to an adjacent yard would be within two or three miles of the tracks in question. This results in a very great hardship and a very great waste to the Railway. Not only does it cost the Railway from a financial standpoint, but it tends at the same time to limit the service which may be given to industries and thereby plays in the hands of the Railway's competitors. Surely, from the standpoint of self-preservation, neither the men nor the Railway desire this result. It is true that from the men's standpoint certain roadmen may lose what they may consider to be vested rights if the switching limits are adjusted without those men being given opportunity to transfer from road service to yard service. We can see no valid objection other than this to the request of the Railway. It would seem that something should be worked out that would be equitable to the men who would be affected by this change, but this should not be difficult if a certain amount of give and take is exhibited from both sides. In view of the fact that the rule which has been requested by the Railway, with the exception of the last paragraph, is in the Canadian National contract, we can see really no valid reason why it should not be put in this Railway contract. The last clause (c) of the rule is nothing but a statement which is contained in the present rule, and should, therefore, not constitute any difficulty. We would, therefore, recommend that the present rule be amended according to the proposal of the Company to read as follows:—

> (a) The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension of industrial activities and territorial extension of facilities must be recognized.
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> (b) The present switching limits will be designated by general notice at all points where yard engines are assigned and will only be changed by negotiations between the proper Officer of the Company and the General Chairman. The concurrence of the General Chairman will not be withheld when it can be shown that changes are necessitated by industrial activities and territorial extension of facilities. Yard limit boards may or may not indicate switching limits.
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> (c) This rule is not intended to prevent the Company from using yardmen to switch industrial tracks within a reasonable distance of existing terminal switching limits.

The third proposal of the Company is a request that *pro rata* rates be paid for a second shift in yard service starting within a twenty-four hour period. We are quite well aware that the Company has made out a reasonable case for amendment. We do not feel that there is any particular sanctity for this rule because it came with the MacAdoo award, or because it was re-negotiated in 1948 in its present form. There are certain parts of it that, in our opinion, are justified. We would be quite prepared to say that, if a man is required by the Company and for Company convenience to work a second shift in 24 hours, he should be paid the overtime rates, providing it has all other incidents of overtime. We understand there is some question as to whether or not seniority rules under the terms of the agreement force the Company to call the man with seniority whether or not that man had had sufficient time off to avoid the necessity of payment of overtime rates. If this be the case and the

Company has no choice, it would seem that it should not carry with it a penalty payment. If, on the other hand, it is a call made according to the exigencies of the service for the benefit of the Company, one would feel that it was proper that they should pay penalty rates so that it would discourage the overtime work and act as a deterrent. The Union takes the position that the Company's interpretation is not right. In view of this point of view, it would seem that there is very little difference between the parties in actual fact. We think, therefore, that it can be settled between the parties without any great difficulty. In line, therefore, with the understanding of the Union and in line with what we think is a proper solution, we would recommend that the rule be retained in its present form, but that there be a sub-note of clarification added to it in the following form:—

> Nothing in this agreement shall obligate the Railway to call a spare yardman who would be entitled to payment at overtime rates when there are available spare yardmen who could work on *pro rata* rates.

With this not attached to form a part of the rule, we feel that the major objection to the rule would be overcome and it should be equitable from everyone's standpoint.

The Company's last two requests apply both to the Eastern and to the Prairie and Pacific Regions, and therefore our recommendations apply to both Regions, and appropriate amendments should be made in line with the aforesaid recommendations.

The Company's next request for amendment was with regard to the yardmasters' agreement. This request involved to a great extent the same principles as were set out in the Company's request for change in the starting time rule in so far as yard crews were concerned. They ask here that the starting time rule limitations be loosened and amended so that yardmasters' hours would conform with yardmen's hours. The reasoning which applied to the recommendations under that request as it applied to the yardmen applies to the recommendations here with equal strength. The Board have stated in their reasoning that they saw no particular sanctity in the hours set out in the old rules. We feel that the men are entitled to regularity of employment as well as regularity of working hours, and if started at a particular hour on one day should start at that hour every day, but to limit those hours as in the present rule seems to us somewhat unreasonable. Therefore, we recommend that the rules in question be amended as follows:—

That there be no change in Paragraph (a).

That Paragraph (b) be deleted and the following substituted for it:—

> Starting time will be arranged to suit local conditions within the limitations of Paragraph (a).

We would eliminate Paragraphs (c) and (d) completely.

With regard to the request on split trick assignments, the Board recognizes the difficulties of the present rule from the standpoint of Management. We recognize, too, that the proposed rule would be of great advantage to the efficient operation of the Railway. At the same time, we also must recognize that the men involved would be subject to unfair treatment if the bald rule as suggested by the Company were adopted in its present form. We believe that substantial justice could be done to both parties if the major portion of the old rule were maintained and the last sentence deleted from it and replaced by a requirement which would allow the establishment of split trick assignments to meet special local conditions by agreement between the Company and the representatives of the employees. We would provide, in addition, that if agreement were not possible between the parties themselves, that there be a provision allowing it to be submitted to an arbitrator for final decision. We would, therefore, re-write Paragraph (e) dealing with split tricks so that it would read as follows:—

> When not more than two Yardmaster tricks are worked in any yard, assignments will be subject to negotiation between the Company and the representatives of the Yardmasters, and will not exceed eight (8) working hours within a spread of ten (10) hours, provided that at points where only one (1) trick is worked and local conditions make this necessary, this period may be extended to eight (8) hours within twelve (12) hours. Other split trick assignments may be established to meet special local conditions in other yards by agreement between the Company and the accredited representative of the employees. If the parties fail to agree to the establishment of these special split trick assignments to meet local conditions, then the matter may be referred to arbitration to settle the necessity and the basis as well as the conditions of the split trick assignment.

Dated at Picton, Ontario, this 10th day of December, A.D. 1952.

(Sgd.) Wilfrid S. Lane,
Chairman.

(Sgd.) Norman L. Mathews,
Member.

Report of the Hon. A. W. Roebuck, QC

It is with regret that I must report my inability to join in the Report of the Chairman, His Honour Judge W. S. Lane, and concurred in by Mr. Norman L. Mathews, QC. There are a number of statements in the Chairman's general remarks which I do not approve, and there are a number of recommendations, particularly that with regard to wages, with which I emphatically disagree.

I could not join for instance in the general statement that no individual employee has a higher right than the greatest number. This comment is made in the majority report in reference to proposed rule changes which have been in effect for many years and under which certain groups of men have acquired seniority rights. I submit that the interests of numbers however great do not brush aside the rights of their fellows however few in number or humble in position. This observation has particular reference to roadmen whom the Company would push aside in its own interests.

The majority of the Board are not impressed with the men's argument that they are entitled to share in the increase in national production and the Board would limit them to any general increase in wage rates which would form a basis for comparison. If each were limited by what other workers receive, there could be no advance. If the workers are not entitled to share increased productivity, to whom should it go and to whom does it belong? I disagree heartily with any such philosophy.

The Brotherhood has asked for an advance in wages of 35 per cent across the board, and has supported their request on the grounds of an increase in the cost of living, including a considerable burden of taxation on the one hand, and an increase in the productivity of their work and of Canada generally on the other hand, and they point out that the wages of the classes of employees which they represent have not advanced proportionately to the wages of other classes, and with wages in industry generally. The cost of living has risen since the last increase in wages given to these men in December 1950, when their last agreement was signed. At that time it stood at 171·1, and it increased during the period of the agreement to 188·7 in April 1952, when the Trainmen's new agreement should come into effect, an advance of 10·3 per cent.

The majority of the Board would limit consideration of increases in the cost of living to those which took place subsequent to the signing of the last agreement, but that agreement was itself a compromise, brought about by the play of many conflicting factors. The men asked for an increase of 30 cents per hour and finally accepted 14½ cents per hour. If it is to be assumed as it suggested, that when the parties agree on an overall picture there the component details upon which compromises have been made are each and all adjusted on a basis of fairness and all closed to future consideration, settlements by compromise would be impossible.

The increase in taxation to which the railroad has been subjected in recent years has been passed on by the Railway in increased passenger and freight rates to the general public. This is the rule with regard to taxes upon enterprise and production generally in both manufacture and commerce, and the men claim quite naturally that taxation is an element which enters into the maintenance of their standard of living.

The Brotherhood claims that the workers in the Railway industry are entitled to share in the increased productivity of the business in which they are engaged as well as in the industrial progress of the nation as a whole. It is common knowledge that the Railways are hauling much more freight tons behind each locomotive than was possible a few years ago, and the introduction of diesel traction power will continue the trend upward sharply in the future. In 1939, the total value of goods and services produced in Canada amounted to 5·7 Billion Dollars; in 1950 it was 18·1 Billion Dollars, more than three times the 1939 figure, and in 1951 the figure is estimated at 21·2 Billion Dollars. Making all allowances for the increase of prices and the growth in population, it is stated that the amount of goods and services available for each person in Canada have increased from 1939 to 1951 by 52 per cent. The Brotherhood estimates that the standard of living could be half as high again in 1952 as it was in 1939 measured in goods and services available. The Trainmen believe they are entitled to share to some extent in this progress. The Union was able to show increases in real wages to industry generally considerably in advance of the increases obtained by trainmen.

In reply, the Railway management pointed out the increase in the operating ratio from 91·05 in 1950 to 94·37 in 1951. The difficulties encountered by Canadian

Railways in meeting their financial obligations are serious, but this is not a good reason why their obligations should not be met. The Railway's balance sheet is not an element in the cost of equipment and supplies, and, while the employees of the Brotherhood are vitally interested in the success of their industry, they must not be expected to work for a lower rate of wages than is justified by the facts. The Railways are Canada's national life line, and have throughout their history been a concern of the Dominion Government. They are essential to the economy of Canada, and those in authority must take such steps as will enable them to pay their legitimate expenses.

My fellow members of the Board concede that an increase is justified under all the circumstances, and they have recommended an advance of 12 per cent. I disagree only as to the amount. The Brotherhood has asked for 35 per cent, and weighing all the factors, and after a very extensive investigation, I am of opinion that the circumstances warrant and justify an increase of 20 per cent. The average basic rate of all employees of the Canadian Pacific Railway within the membership of the Brotherhood of Railroad Trainmen, as exhibited in their current agreement, is $1.30 per hour. The increase that I have suggested would raise the rate to $1.55·8 per hour, which is certainly not excessive when compared to wages paid in industry generally. It must be borne in mind that the members of the Brotherhood of Railroad Trainmen are Conductors, Baggagemen, Brakemen and Switchmen in Yard Service. They are the men who operate the trains under all conditions of hardship and hazards. When one considers the exposure to which many of them are subjected, the irregular hours, and their hours away from home, and the responsibilities which they carry, it seems to me that the rate suggested is thoroughly justified.

The wage recommendation in the majority Report makes the increase recommended conditional upon the acceptance by the employees of certain rule changes asked for by the employers and recommended in that report. I do not approve such a proceeding, and I am quite confident that the members of the Brotherhood will not willingly accept changes of rules which they consider to their advantage for any wage or other consideration. The rules in question must stand or fall on their own merits. It would be a mistake to consider them subject to the compulsion of financial considerations.

Wages should be set at a figure that is reasonable, and the rules should be considered on the basis of relevant facts. Any suggestion that the men be coerced into accepting permanent rules by a withholding of any portion of the pay to which they are entitled would be keenly resented.

The men have asked for an Escalator Clause in their prospective agreement, that is an increase in wages to offset increases in the cost of living should they occur. According to the decision of the Chairman and Mr. Mathews as set forth in the majority Report, this is decided against on the ground of difficulty in bookkeeping and budgeting, which make it neither feasible nor possible at this time. The writers, however, seemed to have overlooked the fact that the Escalator Clause, or a cost-of-living bonus, is in effect on every Railway in the United States benefiting more than a million employees, and including those Railway lines operating in the United States under the jurisdiction of both the Canadian National Railways and the Canadian Pacific Railway. Not only so, but a cost-of-living bonus was in effect at the instance of the Government of Canada itself, on the Railways of Canada during most of the years of the recent Great War. There is much to be said in favour of the Escalator Clause for it gives security against fluctuations in the cost-of-living and has been very widely used for this purpose in railroading and other industry and has not been found economically unsound.

The Brotherhood asks for a 40-hour week in Yard Service only, and the Chairman admits that the five-day week is becoming a pattern in industry in this country. That is so, and the rule is in effect in Yard Service in the United States on many of the major Railways of that country, for instance, the Pennsylvania, New York Central, Ohio Lines, Northern Pacific, Great Northern and other leading railways. The non-operating employees of both Canadian Railways now have it and as well the men who work in conjunction with the Yard Service employees, men who actually operate the cars, such for instance, as those who couple hose, inspect cars, repair cars, trackmen, maintenance forces and so forth, complementary to the Yard Service. All hourly paid men on the staffs of both Railroads of Canada are on a five-day week with the exception only of the Yard Service employees. They are the last ones to be included, and they are the very class who need it most. The work of the Yardmen is to be distinguished from other

Railway trades in that they tramp about on foot, climb on and off cars, wind brakes and endure hard physical work in the open in all conditions of weather and in three shifts throughout the entire 24 hours of the day. I personally endorse the principle. Its application is coming inevitably, and the Railway management would do well to accept it gracefully and co-operate in making it effective by the 1st of October 1953.

Request No. 1.—Both the Brotherhood and the Management have made requests for rule changes. The Union has asked that baggagemen and trainmen on the Canadian Pacific Eastern Lines be paid for the handling of Government mail as they are in the Canadian Pacific Western Region and as they are in both Eastern and Western Regions of the Canadian National Railways. The majority Report recommends the granting of this request and with this recommendation, I agree.

Request No. 2.—Is for payment of initial and final terminal delay to trainmen in the Eastern Region of the Canadian Pacific Railway, as is the rule on the Canadian National Railways. This request is denied by the majority members of the Board on the ground that in the Eastern Region Canadian Pacific trainmen receive a slightly higher take-home pay than do Canadian National trainmen. It is suggested that the terminal delay compensation is figured in the general pay rates, but this can hardly be so, because the difference in general pay rates on the two railroads is so small as to afford no reasonable offset to what may be expected from initial and final terminal delay payments. On the Canadian Pacific Eastern Division, through Freight Conductors are paid ·09 cents per day and Brakemen are paid ·07 cents per day in excess of what similar workers receive on the Canadian National Railways. This is an average of about one cent per hour and is so small that it may be disregarded.

Initial and final terminal delay is paid to Engineers and firemen and has been for years on the very same trains upon which the majority Report would deny it to trainmen. Moreover, it is paid to trainmen on the Canadian Pacific Western Division on the Northern Alberta Railway, on the Ontario Northland Railway and on the Canadian National both East and West. Apparently, the only Railway where it is not paid is the Canadian Pacific Eastern Division. I disagree with the majority finding and recommend that this second request of the Brotherhood be granted.

The majority of the Board recommend the granting of the men's request that extra yard engine crews when in service for five days with a starting time that has not varied more than one hour and thirty minutes, thereafter be deemed to be a regular assignment and be treated as such, but the majority Report adds—only on condition that the Brotherhood sacrifice the protection of the starting time rule. Were the men to accept the condition, their loss would far exceed their gain. I again object to attaching conditions of this kind. The request should be considered upon its merits and extra yard engines crews should be regularly assigned after a certain period of uniform service, or they should not be regularly assigned. I think it is unreasonable that engines, and of course their crews, should work indefinitely under regular conditions and not be regularly assigned, and I recommend that this request of the Brotherhood be granted.

The Union has requested a change in Rule (S) of the Yardmen's agreement which limits the period within which, after booking rest, a yardman may be called for duty. At the present time, a yardman after 12 hours of duty may not be called for further duty until after the expiration of the usual period of rest, and the Brotherhood maintains that he should be permitted to book rest immediately on the conclusion of 8 hours, which is the regulation day's work. Both Management and the Union were of opinion that this matter could be worked out harmoniously, and the Board is accordingly unanimous in making no recommendation.

The Brotherhood has asked that Yardmen after working for sixty days as Yardmaster be given Yardmaster seniority listing, so that thereafter they may bid for bulletined Yardmaster positions. At the hearing we were told of Yardmen who had worked for years as extra or temporary Yardmasters and who had never been permitted to bid for permanent appointments. Notwithstanding the Company contention that promotion is exclusively a function of management, I agree with the other Members of the Board in changing the rule in the terms set forth in the majority Report.

Yardmasters make the plans for the switching of cars, and the Yardmen carry them out. The men complain that quite frequently Yardmasters interfere in the operation in an unexpected and unpredictable manner, creating situations which are both annoying and dangerous. A train is being broken up, it may be on a dark and even stormy night. The cars are fanning

out down different tracks for sorting purposes. The work is proceeding according to plan, when suddenly out of the office comes a Yardmaster, carrying a yardman's lantern, and shoots a car down a switching track. The shock and disruption can be imagined, along with the hazards. The Brotherhood asks that Yardmasters be prohibited from throwing switches or giving signals except to prevent accidents in cases of emergency. They would have Yardmasters make plans, supervise, start and stop operations and generally act in a managerial capacity, and not interfere in duties which are the function of other classes of employees. The majority of the Board refuse the men's request on the ground that it would lessen the authority of the Yardmasters when in charge of the switching yards. It seems to me that the Brotherhood's proposed rule would lessen the abuse of authority and that management should readily consent to some regulation which would confine Yardmasters to Yardmasters work, and I so recommend.

The Union is interested in the classification of switching yards, because the rates of pay to Yardmen are greater in first class yards than in second class yards, and greater in second class than in third class. The Brotherhood maintains that the present classification is antiquated and is not in keeping with modern conditions. The majority Report is to the effect that the classification of yards is a function of management. I agree that the Board is not in a position to reclassify yards, but when I see such places as North Bay which has long been regarded as a railway terminal of three railways; London, Ontario, which is a great City, Ottawa, Kenora, Brandon and other important railway centres classified as second class yards, I have confidence in recommending that Management confer with the Brotherhood immediately with a view to reclassification.

I now turn to Rule changes requested by the Company.

The majority Report argue that time does not sanctify rules and it would grant the request of the Company that, in effect, starting time regulations in Yard service be abolished and the matter of when men commence work be left entirely in the discretion of local Yard managements, in accordance with their individual whims or the exigencies of the service. Were the amending Rule recommended by the majority Report of the Board adopted, there would be no regularity protection left for the workers, who thereafter might just as well have their names on the spare board to be called at any moment of the day or night. I am sure that the Chairman does not wish such a condition to be brought about, but such would be the result of his recommendation.

The starting time Rule was introduced into Canada with the adoption of the McAdoo Award in 1919, and has been in effect on all railroads of United States and Canada ever since, and were the majority recommendation accepted the Canadian Pacific Railway would operate under arrangements with regard to starting times drastically different from any other Railway in North America. It is significant that the Canadian National management did not join in this request of the Canadian Pacific, nor did the Canadian National Management mention any of the complaints voiced by the Canadian Pacific. It is natural that Management should desire the abolition of all restrictions upon its freedom of action, but it is equally to be expected that the employees will resist innovations that encroach upon the routine of their lives, their health and wellbeing.

The Canadian Pacific Management has all the latitude really required in respect to starting time in Yard service, and should there be any special local condition to be met, it can be dealt with by conference between Company and Union. In my opinion, the Company's request should be refused and the majority recommendation should be rejected and this applies equally to the Eastern and Western Regions.

It is futile to detail the many reasons why switching yards should be extended from time to time to meet the requirements of changing conditions and an expanding economy; we all agree, and the Brotherhood has signified its willingness to accept the amended Rule as drawn by Company representatives. The only difficulty lies in the Company's refusal to take care of the employees whose seniority rights are invaded by the proposed changes. Yardmen do the switching in the Yards to their outside limits, while roadmen give similar service to those industries located outside the yards. If the yard limits are extended for a number of miles in some instances as proposed, certain roadmen will be out of work. For instance, in the Vancouver district there are six or eight road crews operating within the proposed extension of the Vancouver yard. Were the new Rule adopted as proposed, the Company could extend the limit, discharge the roadman crews, some of whom have many years seniority, and hire new yardmen to do the work. Is there not some significance in the fact that the Company

has so far refused to accept the following clause as an addition by the Union to the rule proposed by the Company:—

> In the extension of switching limits, the rights of roadmen thereon will be conserved by negotiations respecting the allocation of work between road and yard men.

If the Brotherhood's fears are unwarranted with respect to the Company's intentions, why does management refuse to conserve the seniority rights of the displaced roadmen? All the Union requires is that the roadmen be given the same seniority rights within the yard in the allocation of work which they possessed on the same tracks outside the yard prior to the extension. The railroad system of North America is based on a seniority way of life, and it need not be expected that Roadmen will willingly consent to their work being taken over by newly hired employees, and with the work their jobs.

The majority Members of the Board agree that the seniority rights of the roadmen should be protected, but, in the rule change proposed, the majority Report fails to do so. I recommend that the Company's proposed Rule be adopted, but only on acceptance by the Company of the Brotherhood's protective clause.

I am of opinion that the Company is not justified in its proposed Rule change which would relieve it from the necessity of paying overtime when it requires a yardman to perform a second shift within a 24-hour period after having already served an eight-hour day. The Board is unanimous in recommending that the overtime rule be retained and also that it be made clear beyond misunderstanding that seniority rights do not require the Company to call for second shift an employee entitled to overtime when one is available at *pro rata* rate.

In its next request, the Company would throw open the starting times of Yardmasters in the same manner as they would deal with the starting times of Yard crews, so that both yardmen and yardmasters might be called for service at any hour of the day or night as may suit the impulse of local management or, as it is called, the requirements of the service. All that I have said above applies, and I need not repeat it. The granting of such a request is to my understanding of the facts unthinkable, and I recommend accordingly.

The Company asks that the rule with regard to split tricks be amended to allow Management to scatter the 8 hours of the Yardmen's day through periods of ten to twelve hours at will and without consultation with representatives of the men affected. This request, the majority of the Board rejects, but of its own volition, recommends that when the representatives of the parties disagree the matter be referred to arbitration, something which neither Management nor the Brotherhood requested. Such a proposal was not even discussed at the hearings, probably because both parties recognized the impracticability of arbitrating minor points of local management which are continuously arising and frequently of temporary duration.

Under the rule as it now stands, when not more than two Yardmaster tricks are worked in any yard, split trick assignments are subject to negotiations between the Company and representatives of the Yardmasters and must not exceed 8 working hours within a spread of 10 hours. When only one trick is worked and local conditions make it necessary, the spread may be 12 hours. Other split trick assignments may be etsablished to meet special local conditions in other yards by agreement between the Company and the accredited representatives of the employees.

Thus in all but the smallest yards, men divide their day into two or more parts in so-called split tricks only on consent. Split tricks are undesirable from the worker's standpoint and by this requirement of consent of the Brotherhood, their number is held down to that actually required. The system has worked most harmoniously in the past and the real requirements of management have always been met.

Now it is recommended by the majority of the Board (though asked for by neither party) that when the Brotherhood considers a Company demand for a split trick unnecessary the matter be referred to arbitration, so that if the majority of the Arbitrators agree with the Company men will be asked to work under conditions to which their Union has not agreed and to which the men object. The purpose of the recommendation is no doubt to bring about a progressive and harmonious administration in the yards in question, but unfortunately for the recommendation the conditions which would in fact result would be anything but harmony, and would be more likely to be retrogressive, than progressive. The basic idea of arbitration is disagreement, and there has been substantially no disagreement in the past. The introduction of compulsion following an adverse decision of a Board is utterly

unnecessary and inadvisable and I recommend against it, leaving the present rule to continue to operate as at present drawn.

There is one more point in the majority Report with which I must deal, and that is the suggestion that there can be no retroactivity in the Board's recommendation because of an agreement between the parties. The agreement to which the Report must refer is that dated the 4th day of February 1932, which reads in part as follows:—

> It is agreed that in the event of any disputes arising in future in respect to proposed revisions of any or all of the agreements which shall be referred to Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act retroactive effect shall not, except by mutual agreement, be given to the recommendations of such Boards beyond the date the disputes are finally dealt with by the Boards and copies of their reports have been delivered through the Registrar of Boards of Conciliation and Investigation to the parties affected.

This agreement also provided for a reduction of ten per cent in the pay of the classes of Railway employees of both the CNR and CPR Companies, and it is quite obvious that "the agreements" to which reference is made were the agreements then in effect between the parties. The agreements in question were to run for a considerable time, but they have long since passed into oblivion. Not only so, but the paragraph above quoted refers to "Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act." That Act gave way to the provisions of Order in Council, P.C. 1003, which in turn was succeeded by the Industrial Relations and Disputes Investigation Act assented to on the 30th of June 1948, Section 73 of which is in these words:—

"The Industrial Disputes Investigation Act is repealed."

A provision with respect to Conciliation Boards under an Act long since repealed, and in reference to agreements long since expired can have no reference whatever to the present relations between the Canadian Pacific Railway and its employees in the year 1952.

Not only so, but agreements which have been entered into between the Company and the Unions in recent years have been made retroactive by consent of both parties. No objection was made or even suggested when on the 3rd of March 1951, an agreement was signed which was retroactive to the 1st of December 1950. This is the very agreement which we are now proposing to revise, and which is referred to in the majority Report in reference to the cost-of-living index matter.

In my opinion any recommendations made by this Board should be retroactive, so far as that is physically possible, to the 1st of April 1952, when the current agreement expired.

Dated at Toronto, Ontario, this 24th day of December, A.D. 1952.

(Sgd.) A. W. Roebuck,
Member.

Change in ILO Constitution Proposed

The Governing Body of the International Labour Organization has decided to ask the ILO general conference in June to consider an amendment to the ILO constitution under which the membership of the Governing Body would be increased from 32 to 40.

The Governing Body is at present composed of 16 government members, eight employers and eight workers, with eight of the government seats being allocated to the eight countries "of chief industrial importance". (Canada is one of the eight countries.)

Director-General David A. Morse proposed that the conference consider increasing the government seats to 20, the employer seats to 10, and the worker seats to 10. Ten of the government seats would be held by the most industrially important states.

ILO membership has grown from 43 countries in 1919 to 66 at present, while the membership of the Governing Body has been fixed at 32 since 1934.

The Governing Body is elected every three years; the next election is scheduled for 1954.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Meat Processing—*Charlottetown, P.E.I., Montreal and Hull, Que., Toronto and Peterborough, Ont., Winnipeg, Man., Edmonton, Alta., and Vancouver, B.C. —Canada Packers Limited and the United Packinghouse Workers of America, Locals 282, 357, 314, 114, 210, 216, 243 and 162, respectively.*

Agreement to be in effect from August 1, 1952, to July 31, 1954, and thereafter from year to year, subject to two months' notice. However, either party may at any time between June 1 and July 31, 1953, give notice of its desire to amend the provisions relating to wages only; if the subsequent negotiations do not result in settlement within 30 days, either party may give notice of cancellation which shall take effect 31 days thereafter.

Union security and check-off: maintenance of membership and a voluntary and revocable check-off, except that new employees shall, as a condition of employment, pay dues to the union during the term of the agreement, beginning with the second monthly check-off date after employment. However, between July 16 and July 31, 1954 (both dates inclusive) any employee may resign from membership in the union and/or cancel his authorization to deduct dues and his employment shall not thereby be affected.

Hours of work shall not exceed 8½ per day and 40 (previously 44 at Montreal and Hull and 42 at the other plants) per week. The union agrees that it may at times be necessary to exceed or to reduce these basic hours. The company agrees to guarantee a minimum work week of 36 hours (previously 36½ hours at Montreal and Hull and 36 at the other plants) at regular rates of pay, subject to certain specified conditions.

Overtime: hourly-rated employees will be paid time and one-half for all hours worked in excess of the number of hours prescribed for the day, for work after expiry of one hour beyond an employees' scheduled quitting time, irrespective of the number of hours worked during the day, and for all hours worked before the scheduled starting time; double time for work on Sunday or the alternative day off and double time and one-half for work on eight specified *paid holidays.* Shift employees working on a paid holiday may elect to receive either double time and one-half or the regular rate and another day off with pay. Weekly-paid employees shall receive compensating time off with pay for work in excess of their weekly or daily schedule of hours or for work on a paid holiday.

Rest periods of 10 minutes each during morning and afternoon shifts will be granted, provided the working time of the shift exceeds 2½ hours.

Vacations with pay: one fifty-second of one week for every week's service for employees with less than one year's service, one week after one year's service, two weeks after five years' service and three weeks after 15 years' service.

Wages: hourly wage rates are increased by five per cent over the previous rates; to the rates so reached four cents per hour will be added to the rates of hourly-paid employees at Charlottetown and two cents per hour to the rates of hourly-paid female employees at Vancouver. Weekly wage rates are increased by 2½ per cent. (A cost-of-living allowance payable under the terms of the previous agreement has been discontinued.)

Night shift differential: the company agrees to pay a premium of seven cents per hour for work performed between 6 p.m. and 6 a.m. In Winnipeg and Edmonton a premium of seven cents per hour will be paid to all employees working on shifts beginning between 3 p.m. and 3 a.m. (an increase of two cents per hour in either case).

The sick pay and welfare plan as amended will remain in effect for the term of the agreement.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Textiles—*Marysville and Milltown, N.B., Cornwall and Hamilton, Ont.—Canadian Cottons Limited and Textile Workers' Union of America, Locals 854, 858, 806 and 962.*

Agreement to be in effect from August 20, 1952, to December 17, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., June, 1951, p. 821), with the following change:—

Statutory holidays: the number of paid holidays has been increased from five to six.

Shipbuilding—*Montreal, P.Q.—Canadian Vickers Limited and L'Union Nationale des Employés de la Vickers, CTCC (National Union of Vickers Employees, CCCL).*

Agreement, following strike (L.G., Dec., 1952, p. 1675), to be in effect from October 29, 1952, to October 28, 1953, and thereafter from year to year, subject to notice.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Check-off: the company agrees to the check-off of union dues, subject to a secret vote among the union members and provided that 55 per cent of those voting are in favour of same. The check-off is to be voluntary and the authorization form is to contain an escape clause which would permit employees to revoke the authorization 30 to 60 days before the termination of the agreement.

Hours: nine per day, Monday through Friday, a 45-hour week. *Overtime:* time and one-half for work in excess of the regular hours and days of work; double time for work on Sundays and on seven specified holidays, five of which are *paid holidays* (previous agreement provided for four paid holidays).

Vacations with pay shall be in accordance with Ordinance No. 3 and amendments (one week after one year's service). After two years' accumulated service (as calculated from November 1, 1945) employees shall receive an extra day's pay, after three years two extra days' pay and after four years three extra days' pay; after five years' accumulated service employees shall receive an additional week's vacation with pay. In checking a man's seniority status back to 1945, the six months' clause for maintaining continuity shall prevail.

Hourly wage rates are increased by 12 cents over the rates in existence as of August 18, 1952, and are now as follows: marine department—layoutman $1.47 to $1.62, slab man $1.47 to $1.57, loftsman $1.42 to $1.72; blacksmith, caulker, electrician, joiner, plater, riveter, shipwright $1.37 to $1.47; assembler $1.35 to $1.47, linerman $1.33 to $1.40, machine operator $1.30 to $1.35, painters $1.30 to $1.47; welders $1.25 to $1.47, trainee 90 cents to $1.03; rivet tester $1.52, straightener $1.28 to $1.37, burner $1.27 to $1.37, driller $1.27 to $1.35, rigger $1.25 to $1.35; chipper, holder on $1.25 to $1.33; stager $1.24 to $1.30, erector $1.22 to $1.30, heater $1.21 to $1.28, bolter-up $1.16 to $1.24, slab helper $1.15 to $1.24, slinger $1.12 to $1.29, reamer $1.15 to $1.23, helper $1 to $1.19, labourer $1.

Dirty work: certain specified dirty work will be compensated by an additional 15 cents per hour above the regular rates. A bonus of five cents per hour will be paid for all repair work on ships inside and below the level of floor plates.

Night shift differential: men working on night shift will be paid at the rate of time and one-eighth.

The company will provide milk to employees working on types of work where gas or poisonous fumes may be injurious.

Work outside the plant: for ship work performed outside the Island of Montreal the company will pay travelling expenses, room and board and for travelling time on the basis of the employees' regular working hours at his regular rate of pay.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Construction

Roads—*Province of British Columbia—Road Builders and Heavy Construction Association and International Union of Operating Engineers, Local 115.*

Agreement to be in effect from January 2, 1952, to January 1, 1955, and thereafter subject to 60 days' notice. However, negotiations regarding wages only may be opened each year on the anniversary date of the agreement, on 60 days' notice; if agreement is not reached during such negotiations, the agreement as a whole shall be terminated in order to permit the parties to declare or authorize a strike or a lockout.

Union security: closed shop.

Hours: eight per day Monday through Friday, a 40-hour week. Any time required for servicing, steaming up or shutting down before or after a shift shall be paid for at the regular rate. On jobs outside a radius of 25 miles from the Vancouver city hall, or on jobs where camps are maintained, 44 hours a week may be worked at straight time. *Overtime:* double time for work in excess of eight hours until a break of a full shift occurs and for work on Saturdays, Sundays and on eight specified holidays. No work is to be done on Labour Day. When working with sections of the construction industry, other than heavy construction, operating engineers will be paid at the extra overtime rate which is usually paid by those sections. If the company elects to work continuously on a 10-hour day, 6-day week basis, time and one-half will be paid for the first two hours in excess of eight hours, Monday through Friday, and for the first 10 hours on Saturday, double time thereafter and for work on Sundays and holidays. *Shift work:* when additional shifts are required and continued for three or more consecutive nights eight hours' pay will be granted for 7½ hours of work on the second shift or seven hours on the third shift.

Vacation pay will be provided as required by provincial law.

Minimum hourly wage rates effective September 2, 1952: aerial cableways $2.40; bulldozers, carryalls (single), tournapulls, Terra Cobras, La Plante-Choate, grader and motor patrols, mucking machines $2.20; D-2, D-4 types $2, carryalls (tandem) $2.28; compressors, pumps (water) $1.82 and $2.08; clamshells, derricks, cranes of all types $2.35; crushers (man in charge), drills, core, cable, rotary and exploration drilling machines, fork lifts and lumber stackers, loaders, locomotives, batch plant operators, screening plant operators, pumpcrete and Groutt pump, scoopmobiles $2.13; hoists $2.10 to $2.25; mechanics (heavy duty), welders $2.30; oiler, firemen, mechanics, helpers, padmen $1.82; shovels $2.35 and $2.45; trenching machines, stationary steam engineers $2.13 and $2.25; mechanics working in permanent shops and permanently employed $1.95, helpers $1.62; foremen 25 cents per hour over highest classification under their supervision. Plant section (rates effective as of September 2, 1952): plant—foreman $2.04, plant mechanic $2.01; boilerman, mixerman $1.73; burnerman, fireman (uncertificated) $1.56; street—rollerman, finishing screed operator, finishing machine driver leverman $1.73.

Out-of-town jobs: operating engineers required on out-of-town jobs will receive transportation, meals and travelling time up to eight hours in 24 (including Saturday, Sunday and statutory holidays) when travelling during working hours; if night travel is necessary a sleeper will be provided. On jobs beyond the limits of a city, town or village transportation to and from the project shall be provided and travelling time, when it exceeds 30 minutes, shall be paid

each way at the regular rate. Where camps are maintained, operating engineers will pay $2 per day for board.

Provision is made for *grievance procedure.*

Transportation and Public Utilities

Urban, Suburban and Interurban Transportation—*Toronto, Ont.—The Toronto Transportation Commission and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 113.*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter until a new agreement is executed.

General

Union security: union shop. Temporary employees (with certain exceptions) and juniors or apprentices shall become associate members of the association within 60 days from their date of entry with the Commission, the latter at one-half the regular monthly dues. All employees seeking admission shall be admitted by the union.

Check-off: the Commission agrees to check-off and remit to the association monthly from the pay of all members of the association who so authorize all dues and such assessments as may be assessed against them.

Vacations with pay: two weeks after one year's continuous service, three weeks after 12 (previously 15) years' continuous service.

Statutory holidays: all work performed by uniformed employees on a holiday for which a special selection has been held and on which a special holiday is in effect shall be paid for at time and one-half, except for work on Christmas Day and on New Year's Day which will be paid for at double time. Uniformed employees who would normally be at work, but for whom no work is available on the day any of eight statutory holidays is observed, will be paid eight hours' pay for each such holiday not worked. Such holiday pay shall be distributed on a fair rotating basis. Maintenance and other non-uniformed hourly-paid employees will be paid double time for work on eight (previously six) designated paid statutory holidays and time and one-half for work on the day any holiday other than a designated holiday is observed.

Hourly wage rates are, with a few exceptions, increased by three cents per hour over the basic wage rates previously in effect.

Escalator clause: there shall be a cost-of-living adjustment of three cents per hour for each rise or fall of four points above, but not below, a base figure of 191 in the Dominion Bureau of Statistics' cost-of-living index.

Provision is made for *grievance procedure,* a *pension fund, disability allowance, retirement gratuities, sick benefits* and *medical services.*

City and Suburban Uniformed Employees

Hours: eight per day, five days a week, with a leeway of one-half trip to complete schedule for two-thirds of the crews so far as practicable, the remainder to work ends and spares. Uniformed employees required to operate equipment into or out of service from or to carhouse yard or garage, or who may be required to report for a run or crew on the street, or be relieved on the street, will be allowed 15 minutes once each day worked at standard rate to compensate for reporting and signing-in time. Employees required to take vehicles at the carhouse or garage shall, at the first time reporting for the day, report to the office supervisor at least 10 minutes before scheduled time; when required to relieve on the street for the second and subsequent time and when not required to report to the office supervisor, they will be allowed the equivalent to the time required to travel between the carhouse or garage and the relief point, in excess of 10 minutes, at the regular rate of pay, such time in each case not to be computed as platform time. Off-days shall be arranged as agreed upon between the parties to the agreement.

Overtime: time and one-half for all combined work over 8½ actual working hours, or for time in excess of 11½ hours' spread for two or more piece crews; time and one-quarter for Sunday work. If a major emergency affects the passenger service making it impossible for vehicles to operate as scheduled, overtime rates shall not apply. No extra payment shall be made for overtime on Sunday.

Guaranteed pay: all scheduled crews for uniformed employees will be paid at least eight hours per day. The Commission guarantees to each extra uniformed employee a minimum pay of 80 hours (previously 70 hours) per 10-day pay period at employees' basic rate, provided he reports for work on time and carries out the duties assigned to him.

Uniforms: the Commission will pay half the cost of the uniforms for uniformed employees with one year's service and will provide free uniforms for employees with more than two years' service; no employee shall be required to pay for more than one uniform and a half.

Hourly wage rates—starting, intermediate and maximum rates for certain classes: conductor, motorman $1.41, $1.43½, $1.46; pay-enter car operator, bus and coach driver $1.46, $1.48½, $1.51; when in charge of trainees the above employees will be paid 15 cents per hour extra.

Seniority shall be in effect as agreed upon in detail from time to time. The selection of runs shall be made seasonally at least 4 times each year, or in the event of schedule adjustments.

Interurban Coach Drivers

Hours: the days' work will be arranged to suit the requirements of the business; existing arrangements as to personnel shall be continued. Off-days shall be arranged as agreed upon by the parties. Drivers required to take coaches at a terminal or garage at the first reporting for the day shall report to the terminal at least 10 minutes ahead of scheduled time; otherwise the runs shall be filled with other men if available.

Meal allowance: the Commission will grant an allowance of $1 for each meal, in excess of one, to drivers on trips requiring more than one meal away from their home terminal. Drivers on charter service, entitled to meal allowance under present regulations, shall be allowed $1.25 per meal.

Seniority: drivers shall have their respective places in the division in accordance with their date of permanent transfer to the division, and choice of runs shall be made on that basis.

Provisions regarding reporting and signing-in allowance, overtime, guaranteed pay, and uniforms are similar to the ones affecting city and suburban uniformed employees outlined above.

Divisional Clerks

Hours: the day's work will be arranged to suit the requirements of the business and normally there will be an 8-hour day, five days per week. Off-days shall be consecutive.

Overtime: time and one-half for all work in excess of eight actual working hours in one day and for work on the regular off-days. Time off shall not be given in lieu of off-days worked. Time and one-quarter will be paid for all Sunday work to regularly assigned employees.

Hourly wage rates: junior divisional clerks $1.41 to $1.46; divisional clerks $1.48½ and $1.51, general divisional clerk $1.54 and $1.57, senior divisional clerk $1.63.

Seniority shall be in effect as agreed upon in detail from time to time.

Maintenance Department

Hours: the daily hours of work shall be governed by the urgency of the work on hand, but normally there shall be an 8-hour day and a 5-day week. Way section employees of the Way and Structures Department shall work an average 5½-day week, alternately five days one week and six days the other, except for the way shop section employees who shall work as above only from May 1 to October 31, and a 5-day week from November 1 to April 30.

Overtime: time and one-half for work in excess of eight hours per day for employees with a regular 8-hour day and for all work on regular off-days; time and one-quarter for all Sunday work to employees who are regularly assigned to Sunday work.

Guaranteed pay: the Commission guarantees to every employee in the Way and Structures Department a minimum of seven hours' pay per regularly scheduled work day, provided such employee reports for work and carries out the duties assigned to him.

When in the opinion of the Commission the weather is inclement, employees in the way section shall be paid time and one-half for the actual time required to work in an emergency when changing steel at any location where operation of service must be restored.

Two suits of overalls, coveralls or smocks will be supplied free of charge to each hourly rated employee who requires them. Protective clothing shall be supplied for emergency crews, switch cleaners and, when necessary to certain other employees.

Hourly wage rates for certain classifications: equipment department—shop helper, car checker $1.35 and $1.38; steam jenny operator, shop mule operator $1.38 to $1.42; transfer table operator $1.41 to $1.46, traction motor installer $1.46 to $1.51; motor repairman $1.46 to $1.51, helper $1.38 to $1.42; service car repairman, vehicle wireman $1.51 to $1.57; general vehicle wireman, electrical repairman (small apparatus), general blacksmith $1.57 to $1.63; upholsterers $1.51 to $1.63, painters $1.41 to $1.57; stores section $1.35 to $1.51; apprentices from $1.16 during the first 6 months to $1.51 during the sixth 6 months. Way and structures department—labourer $1.35 and $1.38; truck driver, trackman, fire inspector $1.38 to $1.42; general trackman, equipment operator, general fire inspector $1.41 to $1.46; maintenance repairman, track grinder $1.46 to $1.51; general improver (way), shop welder, blacksmith, boilermaker $1.51 to $1.57; general welder, electric crane operator $1.57 to $1.63; general machinist $1.63 to $1.69.

Seniority shall be effective in the filling of vacancies, provided the employees concerned have the necessary qualifications and ability.

Urban, Suburban and Interurban Transportation—*Toronto, Ont.—The Toronto Transportation Commission and the National Organization of Civic, Utility and Electrical Workers, Branch No. 2.*

Agreement to be in effect from March 26, 1952, to March 31, 1953, and thereafter until a new agreement is executed.

Union security: union shop. The union will admit to membership all new employees engaged by the Commission and will not suspend or expel a member until agreed to by the Commission.

Check-off: the Commission agrees to deduct from the pay of each member of the union who so authorizes all dues and assessments assessed against such member and to remit same to the union.

Hours: eight per day five days a week, a forty-hour week, except for substation operators and other similar employees who shall work an average 5½-day week, five days one week and six days the other. *Overtime:* time and one-half for the first four hours of work in excess of eight hours per day, double time thereafter and for work on an employee's off-days. If an employee is called out for emergency work four hours or more after his normal finishing time he will be paid double time for all hours worked until his normal starting time. Employees regularly assigned to Sunday work will be paid time and one-quarter.

Statutory holidays: six paid and two unpaid holidays will be observed by the Commission. Employees required to work on the paid holidays will be paid straight time in addition to the holiday pay. Shift employees required to work on any unpaid holidays will be paid time and one-half, and day employees double time, for each hour worked.

Vacations with pay: two weeks after one year of continuous service, three weeks after 15 years of continuous service.

Clothing: two suits of overalls shall be provided free of charge to each hourly-rated employee who requires them. Rubber coats, rubber boots and hats will be provided for emergency men when necessary.

Hourly wage rates: substation electrician, grade I $1.66 to $1.72; electricians, emergency lineman, grade I $1.60 to $1.66, grade II $1.54 to $1.60, grade III $1.43 to $1.48; senior substation operator $1.54 to $1.60; substation operator $1.48 to $1.54, assistants $1.35 to $1.43, helper $1.32 and $1.35; shop service repairman $1.43 to $1.48, chauffeur groundsman $1.38 to $1.43; electricians' helper, chauffeur, service truck driver $1.35 to $1.39; electronic technician $298.56 to $328.81 (per month). (The above hourly rates are 24 cents per hour higher than the basic rates provided in the 1950 agreement but include cost-of-living adjustments made in the interim.)

Escalator clause: in addition to the above rates employees will be paid a cost-of-living adjustment of one cent per hour or $1.62½ per month for each change of 1·3 points in the Dominion Bureau of Statistics' cost-of-living index above, but not below, the base index figure of 190·4. (The previous agreement did not provide for a cost-of-living adjustment, but in February 1951, the Commission agreed to pay an adjustment of one cent per hour for each rise or fall of 1½ points in the cost-of-living index above the base index figure of 162·2.)

Provision is made for *grievance procedure, seniority rights, pensions, retirement gratuities, disability allowance* to certain employees, *sick benefits* and *medical services.*

Urban, Suburban and Interurban Transportation—*Toronto, Ont.—The Toronto Transportation Commission and International Association of Machinists, Lodge 235.*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter for successive periods of one year, subject to 30 days' notice.

Union security: union shop with the provision that any eligible employee who on April 29, 1946, was a member of Division 113, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America may retain his present membership and will not be required to join Lodge 235 of the association; however, the association will be his sole bargaining agency. Part-time or seasonal employees shall become associate members of the association after 60 days' employment and shall then pay dues of $1 per month.

Check-off: the Commission agrees to check-off and remit to the association monthly from the pay of all members of the association who so authorize all dues and such assessments as may be assessed against such members. The association shall not impose an additional entrance fee or special assessment or increase its existing fees unless agreed to by both parties.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of eight hours per day, for work on Saturdays to employees who normally do not work on Saturdays and for all work on Sundays and on any unpaid holiday, except that lead hands, general machinists and general millwrights will be paid double time for work on such holidays and on Sundays; double time to all employees for work on eight (previously six) specified *paid holidays.*

Vacations with pay: two weeks after one year's continuous service, three weeks after 12 (previously after 15) years of continuous service.

Clothing: two suits of overalls will be supplied free of charge every year to employees covered by the agreement.

Hourly wage rates—starting, intermediate and maximum: lead hand machinist $1.69, $1.72, $1.75; general millwright, general machinist $1.63, $1.66, $1.69; machinist, bench fitter, spray welder, P.C.C. axle fitter, metalizer-grinder $1.57, $1.60, $1.63; radial drill operator, punch press operator, bench repairman, millwright $1.51, $1.54, $1.57; wheel press operator, metal polisher, babbit moulder, drill hand, threading machine operator $1.46, $1.48½, $1.51; bench handyman $1.41, $1.43½, $1.46; machine shop helper, sand blast operator $1.38, $1.40, $1.42; apprentices—first six months $1.11, second six months $1.16 and so on to $1.56 during the eighth six months. (The above rates are three cents per hour higher than the previous rates.)

Escalator clause: there shall be a cost-of-living adjustment based upon a supplementary increase of three cents per hour for each rise or fall of four points above, but not below, a base index figure of 191 in the Dominion Bureau of Statistics' cost-of-living index. (The previous agreement provided for a cost-of-living adjustment of one cent per hour for each change of 1·3 points in the index above the base figure of 190·4.)

Provision is made for *seniority rights, grievance procedure,* an *apprenticeship plan, pensions, disability allowance* and retirement gratuities for certain employees, *sick benefits* and *medical services.*

Service

Laundry—*Sydney, N.S.—White Circle Company Limited and Sydney Dry Cleaning and Laundry Workers' Union (CCL).*

Agreement to be in effect from June 30, 1952, to June 29, 1953, and thereafter from year to year, subject to 30 days' notice, provided, however, that wage rates may be re-negotiated on 30 days' notice given by either party. The wage schedule shall be reviewed within six months.

Union security: union shop.

Check-off: the company agrees to deduct union dues from the pay of all union members who so authorize and to remit same to the union. The company will make a charge of five per cent for collecting such dues for the union.

Hours: eight per day, six days a week, a 48-hour week. *Overtime:* time and one-half for work in excess of 8 hours per day, double time for work on Sunday and on eight specified holidays and on any other day proclaimed a national holiday. All overtime shall be on a voluntary basis except in cases of agreed emergency. In any week during which a statutory holiday occurs on a week-day, employees will be guaranteed 44 hours' pay, providing they have worked the required hours during the other five days.

Vacations with pay: after one year's continuous service (a minimum of 300 days of actual work) one week, except that employees taking their vacation between November 1 and April 1 at a time designated by the employer shall receive one extra week's vacation with pay; after three years' continuous service two weeks and after 15 years' service three weeks. As far as is practicable all vacations with pay shall be allowed at the time requested by the employees between May 1 and October 1 of each year, except that employees entitled to three weeks shall take the third week at a time convenient to the management. The practice of giving an employee with more than two but less than three years' continuous service two weeks' vacations and one week's pay shall be continued.

Hourly wage rates: heads of shirt, flat work, wearing apparel and sorting units 54 cents; folders, presser, shakers, feeders, pressers and ironers, starcher, sorter,

checkers 45 to 49 cents; head checkers 54 to 64 cents, office clerks 45 to 50 cents, fireman 85 cents; dry cleaning unit—cleaner foreman $49.72 (per week) helper 71 to 74 cents, silk finisher 53 to 64 cents, presser 54 cents; wash rooms—wash room foreman $51.72 (per week), helper $36.72 (per week); wringer, wet work checker 79 to 83 cents. (The above hourly rates are 4 cents higher than the previous rates.)

Seniority: lay-offs, due to curtailment of production or a change in method, and rehiring will be conducted on the basis of plant seniority, provided the employees concerned have the requisite experience, skill and ability to do the work, while promotions will be made on the basis of seniority within departments.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Public Administration—*Province of Saskatchewan—The Government of the Province of Saskatchewan and the Saskatchewan Civil Service Association (TLC).*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 30 days' notice.

Union security: maintenance of membership for all association members with a union shop for all new employees.

Check-off: the government agrees to deduct all dues, initiation fees and association assessments and levies from the pay of all association members who so authorize and to remit same to the association.

Hours: for office employees—6½ per day Monday through Friday, three on Saturday, a 35½-hour week; for all other employees—44 per week or 88 in any two-week period (except where the present working hours are less than 44). For the period from the beginning of the week in which May 1 falls to the Saturday immediately preceding Thanksgiving Day a five-day week shall be in effect, subject to such modifications as may be necessary to render prompt and efficient service to the public. The actual daily and weekly hours for the period shall be as agreed upon between the two parties, but in no case shall the weekly hours exceed those provided above. *Overtime:* time and one-half will be paid for work in excess of an employee's normal working hours, provided that less than one-half hour shall not be considered in calculating overtime. Where the current annual salary rate exceeds $3,000, the sum of $3,000 shall be used as the annual salary in calculating overtime. Employees in classes of positions whose maximum rates exceed $308 per month shall not be entitled to receive overtime, except where otherwise agreed from time to time. Overtime will not be paid to field employees whose actual hours cannot be defined.

Statutory holidays: nine specified statutory and any customary local civic holidays shall be allowed with pay. An employee who works on a holiday will be entitled to another day and one-half off or, if this cannot be granted, he will be paid, in addition to his regular pay, time and one-half for such work.

Vacations with pay: 1½ days for each completed calendar month of service from the date of employment to the following March 31, thereafter three weeks during each year of service.

Sick leave: for illness or other pressing necessity employees with less than three months' continuous service will be allowed one week's leave and those with more than three months' continuous service 18 working days' leave with pay for each year of service. Unexpended leave shall be cumulative to a maximum of 12 months. On separation employees who are not eligible for superannuation shall receive an amount equal to one-third of the unexpended sick leave accumulated from date of employment to July 31, 1951, with payment calculated on salary being paid as of July 31, 1951. Employees eligible for superannuation shall receive an amount equal to one-third of the unexpended sick leave accumulated from date of employment to November 1, 1949; however, such gratuity shall not exceed four months' salary. In the event of death of an employee amounts due him under the above provisions shall be paid to his dependents. In the case of an injury compensable under the provisions of the Workmen's Compensation Act the government will pay the employee an amount equal to one-third of the compensation payment for a period not in excess of one year.

Monthly wage rates for certain classifications: administrative, fiscal and clerical—switchboard operator $123 to $148; clerk, clerk typist, grade I $123 to $148, grade II $148 to $181, grade III $174 to $213; clerk, grade IV $204 to $251, grade V $251 to $308; clerk stenographer, grade I $128 to $154, grade II $154 to $188, grade III $174 to $213, grade IV $188 to $231; bookkeeping machine operator, grade I $143 to $174, grade II $160 to $196, grade III $174 to $213; statistical clerk, grade I $160 to $196, grade II $188 to $231; accountant, grade I $251 to $308, grade II $284 to $348, grade III $334 to $408; auditor, grade I $251 to $308, grade II $273 to $334, grade III $296 to $362, grade IV $334 to $408; economic research assistant $204 to $251; research economist, grade I $262 to $321, grade II $296 to $362; fire inspector, fire investigator, milk distribution investigator, theatre inspector $231 to $284; insurance inspector, assistant film censor, apprenticeship inspector, inspector of wages and hours $222 to $273; chief clerk and budget officer, supervisor (school grants and statistics) $273 to $334; applied sciences and engineering—engineering assistants, grade I $160 to $196, grade II $188 to $231, grade III $204 to $251, grade IV $262 to $321; research engineer, grade I $273 to $348, grade II $296 to $362, grade III $334 to $408; architect $334 to $408, highway materials engineer $408 to $493, pilot $362 to $442. The government agrees to recognize the principle of equal pay for equal work.

Cost-of-living bonus: in addition to the above rates employees will be paid $1 per point, or fraction thereof, on the difference between 177 and the Dominion Bureau of Statistics cost-of-living index for the first business day of the month; payment for the current month shall be included in the following month's pay cheque.

Shift differential: shift employees, other night watchmen and those employees rotating through three shifts, will be paid a differential of 40 cents for the second shift, and 65 cents for the third shift worked.

Northern district allowances: employees stationed at certain specified points in the Northern district will be paid an allowance of $15, $20 or $25 per month (depending on the place where they are stationed) over and above the basic rate of pay and bonus. These allowances shall not apply to employees either sleeping or eating in government operated institutions located at these points.

Provision is made for *grievance procedure, seniority rights, employment and promotional examinations* and *transfers of employees.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of six agreements. In addition to those summarized below, they include: the amendment of the agreement for tannery workers in the province published in the *Quebec Official Gazette,* November 22, 1952.

Requests for the amendment of the agreements for the fashion accessories industry at Montreal and for the men's and boys' shirt manufacturing industry, as well as for the corrugated and uncorrugated paper box industries in the province, were gazetted November 22. Requests for the amendment of the agreements for retail food stores at Quebec and for trade and office employees at Jonquière were gazetted November 29; requests for the amendment of the agreements for the building materials industry in the province and for the building trades at Montreal were published December 6.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

Manufacturing

Bakery Products, Quebec District

An Order in Council, dated November 19 and gazetted November 29, amends the previous Orders in Council for this industry (L.G., Jan., 1951, p. 63; May, p. 690; March 1952, p. 298).

Territorial jurisdiction now comprises the cities of Quebec and Lévis and the area within a radius of 10 miles of their limits, and within a radius of 35 miles from their limits when there are more than seven employees in the bakery. The counties of Dorchester, Bellechasse, Lotbinière and Portneuf are not governed by the agreement.

Minimum wage rates in bread bakeries: in establishments with more than six employees—head journeyman baker or assistant foreman $51 per week; in bakeries with six employees or less—head journeyman baker or assistant foreman $48 per week. Minimum rates for other classifications: doughmaker, leaven man $45 per week; ovenman $44; weigher, panner, journeyman baker $43; helpers $32; apprentices from $19 in first six months to $28 per week in third year. (The above rates are from $1 to $4 per week higher than those rates formerly in effect.) Minimum rate for occasionl journeyman baker is unchanged at $7 per day.

Severance notice: an employer must give eight days' notice of dismissal to an employee who has one month of service or more, unless dismissal is justified by employee's behaviour; an employee must give eight days' notice before leaving employer's service unless he has sufficient reason for not doing so; in the event of disputes the Parity Committee shall decide.

Food Products Manufacturing and Wholesale Food Trade, Quebec District

An Order in Council, dated November 19 and gazetted November 29, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 872; Dec., p. 2066; Sept., 1951, p. 1250; Jan., 1952, p. 54 and previous issues). Another amendment was published in the *Quebec Official Gazette* May 31, 1952. The term of the present agreement, as amended, is extended to May 1, 1953, and thereafter from year to year, subject to notice.

Part I

Part I of this agreement is amended by providing that the word "manufacturers" means persons who manufacture, transform or condition food for human and/or animal consumption, as well as by the addition of the words "pork butcheries" after the words "packing houses" in certain clauses of the agreement relating to definitions, hours, night shifts and minimum wage rates, and the deletion of the classification millwright from the table of minimum rates governing this part of the agreement.

Part II

Part II governing commercial salesmen, etc., is amended by the addition of the words "town traveller". *Minimum weekly wage* rates in Zone I for commercial salesmen, etc., are unchanged at from $24 per week during first six months to $39 per week during and after the fourth year; in Zones II and III the above rates, less 10 per cent. It is now provided that previous experience in private firms engaged in the trade of products covered by this agreement will be taken into account when classifying travelling salesmen or representatives.

Part III

A new Part III governing certain food products manufacturing is added as follows:—

Industrial jurisdiction: Part III applies to all employers and employees in factories manufacturing human food products such as nuts and almonds, peanut products, etc, tea, coffee, spices, essences, baking powder, pickles, concentrated soups, syrups, potato chips, pickled tongue, sugar butter, powdered jellies, gelatin, bread powder, edible oils, chocolate, bonbons, fruit and vegetable preserves. (The above items were previously included among the exceptions to the terms of this agreement.) However, regarding candy and chocolate manufacturers exclusively, only those employees committed to the production of candies and chocolates are excluded from the terms of the present agreement.

Territorial jurisdiction comprises the cities of Quebec and Lévis and the municipalities entirely or partly included within an area comprising a radius of 50 miles of their limits; the whole divided into three zones.

Hours: stationary enginemen and firemen (other than first class enginemen)—54 per week, all year round; office employees (male and female) 44 per week; other employees—48 per week during the period from the first complete week of December to the end of the week preceding July 1, 54 per week during any other period; occasional employees (male and female), watchmen and boiler (not stationary engines) firemen, personal and administration employees and first class enginemen—no regular work week.

Overtime: time and one-half for work done in excess of 44, 48 or 54 hours per week, or for work in excess of daily limitation of hours as provided for. Certain limitations on overtime rates are provided for work done during the seasonal rush period between July 1 and November 30, as well as in the case of carters, deliverymen's helpers, etc.; double time for work on any of 9½ specified *paid holidays.* Overtime rates do not apply to occasional employees, etc.

Minimum wage rates for factory personnel: males—general hand (20 years or over, first year) 73 cents per hour in Zone I, 66 cents in Zone II, 62 cents in Zone III; general hands (20 years or over, one year or more) 80 cents in Zone I, 72 cents in Zone II, 68 cents in Zone III; junior workers (less than 20 years) 60 cents in Zone I, 54 cents in Zone II, 51 cents in Zone III; stationary enginemen (fourth class), truckdriver 85 cents in Zone I, 77 cents in Zone II, 72 cents in Zone III; firemen 75 cents in Zone I, 68 cents in Zone II, 64 cents in Zone III; millwright, confectioner 89 cents in Zone I, 80 cents in Zone II, 76 cents in Zone III; roaster, shipper 87 cents in Zone I, 78 cents in Zone II, 74 cents in Zone III; cooper 94 cents in Zone I, 85 cents in Zone II, 80 cents in Zone III; assistant confectioner 83 cents in Zone I, 75 cents in Zone II, 71 cents in Zone III; occasional hands (boys) 50 cents in Zone I, 45 cents in Zone II, 43 cents in Zone III; (men) 60 cents in Zone I, 54 cents in Zone II, 51 cents in Zone III; females—general hand (first year) 49 cents in Zone I, 44 cents in Zone II, 42 cents in Zone III; (second year) 55 cents in Zone I, 50 cents in Zone II, 47 cents in Zone III; occasional hand 50 cents in Zone I, 45 cents in Zone II, 43 cents in Zone III. *Minimum weekly rates* for office personnel and for travelling salesmen: accountant $48 per week in Zone I, $43.20 in Zone II, $40.80 in Zone III; stenographer-typist from $22 during first year to $31 during fourth year in Zone I, from $19.80 to $27.90 in Zone II, from $18.70 to $26.35 in Zone III; in general work from $19 in first year to $25 during third year in Zone I, from $17.10 to $22.50 in Zone II, from $16.15 to $21.25 in Zone III; travelling salesmen from $27 during first six months of sale in the line to $42 per week during and after fourth year. Weekly wage rates shown above will be paid even if business hours are fewer in number, regularly or not, than those shown above in this agreement. Minimum wages, actually paid to employees, higher than those provided for in this agreement will not be reduced for the duration of the agreement.

Vacation: one week (six consecutive days) to every employee who, on April 30 of each year, has one year of service for the same employer or in the same establishment; every employee with less than one year of service is entitled to a vacation with pay equal to one-half day off per month of service; upon termination of employment every employee is entitled to vacation remuneration equal to two per cent of the wages earned by him during the vacation credit period. In Zone I only, employees with five years of contiinuous service are entitled to an additional week of vacation with pay (six days, consecutive or not, depending on previous agreement between the employer and employee) to be given at any time, but in the same year and paid at the rate of four per cent of the wages earned during such period; termination of employment entitles an employee to four per cent of wages earned during vacation credit period. Occasional hands are entitled to two per cent of wages earned during their period of employment, in lieu of vacation with pay. Provisions of Ordinance 3, revised, of the Minimum Wage Commission respecting annual vacations with pay, not inconsistent with the provisions of the present section will apply to the establishments governed by the present agreement.

Men's and Boys' Clothing Industry, Province of Quebec

An Order in Council, dated November 19 and gazetted November 22 amends the previous Orders in Council for this industry (L.G., April 1949, p. 450; June, p. 735; Nov. 1950, p. 1903; June 1951, p. 827; July, p. 976; May 1952, p. 610; Oct., p. 1361, and previous issues). The Rainwear and Sportswear Manufacturers' Association is added to the list of contracting parties.

Industrial jurisdiction is amended as follows:—Schedule II, class B garments will now include raincoats, water-repellent trench coats and Hollywood coats, station wagon coats, cardigans, ski suits, capes, bush jackets, surcoats beach coats, jerkins and other similar garments, when such garments are made of cotton, rayon and/or synthetic materials or mixtures thereof, or manufactured by a section system which now provides (in addition to other regulations which are unchanged) that to qualify for class B, at least three of the following operations must be omitted in the manufacture of the garment: shaping, basting of facing, basting of lining, basting of edges and of armholes. (Other provisions of this agreement remain unchanged.) The list of garments excepted from the terms of this agreement is revised by deleting the word "workmen's" preceding the words "windbreakers" and "mackinaws".

Minimum wage rates for work done on class B garments are unchanged from those formerly in effect and summarized in the LABOUR GAZETTE, October 1952.

Cost-of-living bonus: odd pants and class B garments only—employers producing in an amount exceeding 25 per cent of their total production, garments not covered by this agreement, will pay to their employees a cost-of-living bonus of 20 cents per hour as formerly. However, it is now specified that should any employer, in any three-month period, produce less than 25 per cent of garments covered by this agreement, such employer will pay to his employees an additional 2½ cents per hour as a cost-of-living bonus. Class B garment manufacturers may incorporate the cost-of-living bonus of 20 or 22½ cents per hour, as the case may be, in the hourly or piece work rates paid to their employees. In the event that a manufacturer elects to include the cost-of-living bonus of 22½ cents per hour in the hourly or piece work rates, then the minimum hourly rates are those of schedule II (L.G., Oct. 1952), increased by 22½ cents per hour. (Other cost-of-living bonuses, including the general bonus of 28½ cents per hour, are unchanged.)

Provisions of this agreement governing apprenticeship and gradual promotion will apply to manufacturers of class B garments.

Building Materials Industry, Province of Quebec

An Order in Council, dated November 19 and gazetted December 6 amends the previous Orders in Council for this industry (L.G., June 1950, p. 872; Aug., p. 1185; Dec., p. 2067; Nov., 1951, p. 1539).

Granite Industry

Minimum hourly wage rates are increased by 10 cents per hour over those rates previously provided for (L.G., Nov. 1951, p. 1539) and the new rates are now as follows: granite cutter, letterer and designer on composition, journeyman—granite cutter on surfacing or sandblasting machines $1.50 in Zone I, $1.35 in Zone II; in Zones I and II—surfacing machine operator, sandblast operator $1 per hour; blacksmith $1.15; machine polisher, carborundum machine operator $1.05; hand polisher, stationary engineman's assistant, fireman 85 cents; apprentice polisher (maximum one year) 80 cents; hoist and crane operator, gang saw operator, stationary engineman 95 cents; quarry man (driller), labourer and helper, boxer (crater) 90 cents; apprentices from 75 cents in first six months to $1.15 in third year. Minimum rate for watchman is unchanged at $30 per week.

This amendment further provides that on April 1, 1953, all minimum hourly rates shown above will be automatically increased by five cents per hour.

The present amendment also provides that workmen employed extra hours by an employer, other than his employer of the regular shift, will be paid overtime rates. It is also provided that contracting parties to the present agreement (granite section) may submit, if deemed advisable, a petition for amendment or a new agreement, at the expiry of their initial agreement.

Trade

Retail Food Stores, Quebec District

An Order in Council, dated November 19 and gazetted November 29 amends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1680; Sept. 1951, p. 1253, and previous issues). Other amendments extending the term of the present agreement were published in the *Quebec Official Gazette* May 31, August 9 and October 4, 1952. The present agreement, as amended, will remain in force until February 28, 1953, and thereafter from year to year, subject to notice.

Hours: regular weekly hours are unchanged at 53½ per week.

Minimum wage rates for employees paid on an hourly basis are from two to seven cents per hour higher than those previously in effect and those rates for employees paid on a weekly basis are from $1 to $6.50 per week higher. New minimum wage rates for certain classifications are now as follows: employees engaged in the sale of meat or meat products in Zone I—class A (male) $48 per week; (female) $35.27, class B (male) $41; (female) $31.85, class C (male) $34; (female) $25.85, class D (male) $20; (female) $21; in Zone II minimum weekly rates for classes A, B, C, and D are $34, $28, $23 and $18 per week respectively; employees engaged in the sale of other food products in Zone I—classes A and B (male and female) and class C (female only) receive $3 per week less than the rates shown above for similar classifications engaged in the sale of meat or meat products, class C (male) receives $4 per week less and class D (female) 50 cents per week less, class D (male) receives the same weekly rate; in Zone II minimum rates for classes A, B, C, and D are similar to those shown above for employees engaged in the sale of meat or meat products. Other minimum weekly rates include qualified tradesmen (not governed by the agreement) $35; bachelor delivery man and married

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Legal Decisions Affecting Labour

Findings of Labour Relations Boards reversed by British Columbia and Quebec courts. Employer convicted of violation of Minimum Wage and Annual Holidays Acts loses appeal in Saskatchewan. Union must abide by its constitution in disciplining members, New Brunswick court holds

The British Columbia Appeal Court has reversed the decision of the Supreme Court in the case involving the certification of a bargaining agent for Safeway central office employees. The Supreme Court had found that an employee having access to confidential information was not necessarily a person "employed in a confidential capacity". Legislation excludes persons so employed from collective bargaining.

The Quebec Superior Court has ruled against the Labour Relations Board in a case in which an employer charged that the Board's conduct of a hearing was unfair. The Board failed to establish its claim that it had acted properly within its authority and therefore was not subject to court review.

In a decision dealing with the enforcement of the province's Minimum Wage and Annual Holidays Acts, the Saskatchewan Court of Appeal has dismissed an appeal by an employer convicted of violation of the Acts.

A union has been penalized by the New Brunswick Supreme Court, Chancery Division, for violating the rights of one of its members.

These cases are summarized in greater detail below.

British Columbia Court of Appeal . . .

...holds Labour Relations Board erred in finding comptometer operators not confidential employees

The British Columbia Court of Appeal on October 24 quashed the order of the provincial Labour Relations Board certifying a bargaining agent for comptometer and power-machine operators employed in the central office of Canada Safeways Limited. The judgment allowed the appeal brought by the company against a decision of the British Columbia Supreme Court upholding the Board's ruling (L.G., Oct. 1952, p. 1369). The Appeal Court held that the Board had exceeded its jurisdiction, since the employees affected were employed in a confidential capacity and so were excluded from collective bargaining under the Industrial Conciliation and Arbitration Act.

The appeal was heard by three judges of the Court. Chief Justice Sloan set out the facts of the case. The appellant company operates 54 retail stores in British Columbia, selling chiefly groceries and meats. A group of employees in the company's central office assemble periodical reports submitted by the individual retail outlets and make a compilation of them for the use of the management. Local 580 of the Retail, Wholesale and Department Store Union (CIO-CCL) applied for certification on behalf of this unit of office employees, composed mainly of comptometer and power-machine operators. The company opposed the application, on the ground that the employees were employed in a confidential capacity, but the Board issued certification on March 24, 1952, giving reasons for its decision.

The Chief Justice found that the Industrial Conciliation and Arbitration Act imposed on the Board the duty to determine whether a unit of employees is appropriate for collective bargaining. However, its jurisdiction to make that decision depended on certain conditions, one of which was that the unit must be composed of employees within the scope of the Act.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

In the case of the employees in the Safeway central office, the preliminary question facing the Board was whether all or any of them came within the class excluded by Section 2 (a) of the Act, persons "employed in a confidential capacity".

Taking into consideration the Board's reasons for decision, His Lordship stated that the Board had apparently found that, if the Act were to be interpreted "in the strict sense," these employees would be ruled out of any proposed bargaining unit. The Board then went on to state, however:

> Modern business practice and the emergence of large office organizations require a broad approach to this problem if the Industrial Conciliation and Arbitration Act is to be reasonably interpreted. Obviously one, or a few persons, could not be expected to deal with the mass of intimate information required in today's management office organization. Thus, nearly all employees in such an office handle, or have access to, confidential information.

The Board concluded that, while there was merit to the employer's case, justification existed for certifying a bargaining agent on behalf of the comptometer and power-machine operators.

His Lordship considered that the facts were not reasonably capable of supporting the Board's decision that the employees in question were not employed in a confidential capacity. In his view, the consideration of "modern business practice and the emergence of large office organizations" was not relevant to the problem, which must be determined according to the terminology of the Act itself. In His Lordship's words:

> The nature of the tasks assigned must be the test contemplated by the Act and that same test must apply to all classes of business whether ancient or modern, large or small. As I have said, the facts herein point irresistibly to only one conclusion. Any other simply demonstrates that the Act has been misconstrued by the Board and that it has thereby exceeded its jurisdiction.

The Chief Justice then dealt with the argument of counsel for the Board that the Act provided that a decision of the Board as to whether a person was an employee within the meaning of the Act should be final and conclusive. In His Lordship's view, the Board's decision was final only when it had acted within its jurisdiction. In this case the Board had exceeded its jurisdiction.

Mr. Justice O'Halloran similarly held that the Act did not take away the power of the courts to review a decision of the Board on *certiorari*. However, the courts were not entitled to quash a decision unless the Board had acted without jurisdiction, in excess or in abuse of its jurisdiction, in violation of an essential of justice (such as in the "teeth of the evidence") or had erred in law.

Considering the Board's decision in this case, Mr. Justice O'Halloran held that the Board had erred in law by giving the ICA Act an interpretation it does not permit and by giving a decision in the "teeth of the evidence".

In his view, the words in the Act "persons employed in a confidential capacity" meant employees in a position likely to be aware of the state of any confidential aspect of an employer's business affairs. The statute did not restrict the term to a person in an executive position, or to one who must exercise a discretion on behalf of his employer, or whose duty is to use confidential information in an operative way. His Lordship considered that employees engaged in dealing with confidential business information cannot be assumed to act purely as automatons in compiling, recording and summarizing that information, whether they do it with or without mechanical machines. He was also of the opinion that the word "capacity" was significant, since it related to the receptive powers of receiving, containing, absorbing. He concluded:

> The statute in using the words "employed in a confidential capacity" selected language of an expansive tendency as contrasted to a contractive one for the purpose of describing a narrow concept, and purposely refrained from attaching to that language any limitation of degree or qualifications of any kind . . . In its ruling in this case, the Board in my judgment has taken upon itself the power to rewrite the statute, by reading into it something legitimate construction of its language does not permit a court to do.

Mr. Justice O'Halloran then gave reasons for his view that the Board had made its decision in the "teeth of the evidence". The evidence included exhibits of 31 of the company's printed forms for tabulating a vast amount of detail of the company's business operations, to be filled in by the employees in question and then summarized by them. His Lordship referred to a balance sheet which summarized the company's fixed assets, current assets, current liabilities, accounts, cash in banks and on hand, and detail of inventories. Other tables showed not only the nature of profits and losses in each store but the net earnings per period compared with those of the previous period and the same period the year before.

His Lordship stated that these figures would give a rapid picture of the company's financial position and were therefore of a highly confidential character. No tribunal could conclude that the printed forms were not of a confidential nature without departing from the realities of business life. He held accordingly that the Board had allowed extraneous considerations to mislead its judgment in the "teeth of the evidence" and thus to exceed its jurisdiction.

Mr. Justice Bird concurred in the reasons for decision of the Chief Justice. The Court allowed the company's appeal and quashed the certification issued by the Board. *In re Canada Safeway Limited and Labour Relations Board et al,* [1952-53] 7 WWR (NS), 145.

Quebec Superior Court . . .

...finds procedure of Labour Relations Board in a certification hearing was unfair to employer

The Quebec Superior Court, on July 4, 1952, dismissed with costs the pleading submitted by the Quebec Labour Relations Board, the defendant in an action brought by an employer for a writ of prohibition and a declaration that the Board's procedure during the hearing of the employees' association's application for certification was invalid.

Mr. Justice Gibsone gave the judgment of the Court. The plaintiff in the case was a clothing manufacturer doing business at Quebec and Sorel. An agreement concerning working conditions was in effect between the employer and an association of his employees. On February 18, 1952, this association applied to the Quebec Labour Relations Board for certification. The Board informed the employer that an investigator would visit his establishments to get information to enable the Board to decide whether the proposed bargaining unit was appropriate, and asked for a list of employees in the unit. On April 4 the employer and the association were notified to attend the hearing of the application on April 24.

At the hearing the Board announced that it had received written representations from the National Clothing Syndicate of Sorel Inc. setting out facts which the syndicate intended to produce as evidence at the hearing of the association's application for certification. The Board refused to divulge what these representations were and permitted the syndicate to present its evidence.

According to the employer's claim, the whole session was devoted to the hearing of this evidence, which consisted of an attack against him and his business. He had objected formally to the Board's method of procedure at the hearing. He claimed that it was unfair and *ultra vires,* holding that the Board's duty was only to determine whether the employees' association had as members a majority of the employees in the unit by examining its books and records. In his view the Board was not entitled, apparently on its own initiative and without notifying him, to recognize this other union as an intervener and to admit its evidence at the hearing.

The employer stated that it was apparently the intention of the Board to apply Sections 20, 21 and 22 of the Labour Relations Act against him, the sections which forbid an employer to dominate or hinder the formation or activities of a union, or to seek to compel an employee to refrain from becoming or to cease to be a union member by threats or intimidation. He argued that under the Act the only remedy against unfair labour practices was prosecution with the consent of the Board or the Attorney General. Section 50 of the Act enables the Board to dissolve an employers' association guilty of seeking to dominate the activities of a trade union, but only after giving it an opportunity to be heard and to give evidence.

In its defence, the Board maintained that its decisions, procedures and acts were not subject to control by the courts and could not be set aside. It pointed out that the Labour Relations Act expressly prohibits the issuing of prerogative writs against the Board. It argued also that the plaintiff had no legal right to bring an action against the Board since there was no legal bond between them and that the facts alleged by the plaintiff were not adequate grounds for his claims.

The Court held that the immunity from judicial control afforded the Labour Relations Board by the Act was valid only when the Board acted within the limits set out in the Act. In this case the Board had exercised powers not given it by the Act. In Mr. Justice Gibsone's view, the plaintiff was therefore entitled to have his claims that the Board's conduct was unfair, arbitrary and injurious to him judged on their merits.

His Lordship held also that the plaintiff was entitled to bring the action because he had a natural interest in protecting the agreement between him and the employees' association, an agreement which might be

broken as a result of the Board's procedure and decisions. Finally, Mr. Justice Gibsone considered that the facts did justify the employer's claim.

The Court accordingly dismissed the Board's pleading with costs. *Maurice Pollack* v. *the Labour Relations Board of the Province of Quebec,* Quebec Superior Court, July 4, 1952, unreported.

Saskatchewan Court of Appeal . . .

. . . dismisses appeal by employer from conviction under the Minimum Wage and Annual Holidays Acts

The Saskatchewan Court of Appeal on October 22, 1952, dismissed an employer's appeal from convictions under the Minimum Wage Act and the Annual Holidays Act.

The appeal was heard before five judges of the Court. Mr. Justice Procter stated the facts in his reasons for decision. The appellant had been charged before a police magistrate of the city of Regina for failure to pay the statutory minimum wage and the required annual holiday pay, equal to one twenty-sixth of a year's wages, to his caretaker, a full-time employee. The magistrate found him guilty on both charges and imposed a fine in addition to ordering payment of the amounts due to the caretaker under the Minimum Wage Act and the Annual Holidays Act. The employer then appealed to the District Court of Regina, where a new trial was held and both appeals dismissed. From that judgment, an appeal to the Court of Appeal was permissible on a question of law alone.

The employer claimed that, as part of her duties as a caretaker, the complainant operated a steam-heating boiler of more than 20-horse-power capacity, for which she did not possess the certificate required by the Saskatchewan Boiler and Pressure Vessel Act. He maintained that, since the judge of the District Court had found this as a fact, he should have held that the contract of employment was illegal and that therefore the caretaker could not take advantage of the provisions of the two statutes. He claimed further that the caretaker was an independent contractor and not an employee within the meaning of the Acts, but the Court refused to hear this ground of appeal because it had not been raised before the District Court judge.

Mr. Justice Procter considered unjustified the employer's claim that the trial judge had found as a fact that the caretaker did operate a boiler unlawfully as part of her duties. He held accordingly that the Appeal Court was without jurisdiction to hear the appeals, since the question of law which the appellant sought to determine was not properly before the Court. Mr. Justice McNiven and Mr. Justice Culliton concurred in his reasons for judgment.

Chief Justice Martin raised the question of whether, if it had been definitely established that the contract of employment violated the Boiler and Pressure Vessel Act, the appellant could successfully claim the illegality of the contract as a defence to the charges against him of violating the Minimum Wage Act and the Annual Holidays Act. He did not answer this question but stated that he would require authority binding upon him before answering it in the affirmative.

Mr. Justice Gordon referred to the provisions of the two Acts requiring a magistrate, when convicting an employer of an offence against either statute, to order him to pay his employee the difference between the sum actually received and that to which he was entitled. His Lordship stated that the Acts were designed to protect a class which may not always be in a position to bargain with employers.

The Court dismissed the appeals without costs. *Regina* v. *Pantel,* [1952] 7 WWR (NS) 295.

New Brunswick Supreme Court, Chancery Division . . .

. . . awards damages to longshoreman for penalties imposed by his union contrary to its Constitution

The New Brunswick Supreme Court, Chancery Division, on November 3 allowed a longshoreman's action for a declaration that he was still a member in good standing of his local union in spite of a decision of a union executive board declaring him ineligible to run for office. The court held that declaration to be invalid, since it was not made in accordance with the union constitution, and awarded the plaintiff $300 damages for the annoyance he had suffered, in addition to the costs of the action.

The facts were set out in Mr. Justice Hughes' reasons for judgment. The plaintiff, William Carlin, was a member of Local 273 of the International Longshoremen's Association (AFL-TLC). On September 6, 1949, the international president of the union wrote to the president and the secretary of Local 273 informing them that Galbraith, the vice-president of the local union, was going to bring charges against Carlin and that if the charges were

substantiated he should be severely disciplined "as his reported actions were not only detrimental to the membership of the port of Saint John but to the Atlantic Coast District as a whole". [Carlin was president of Local 273 at the time of the Canadian Seamen's Union strike in 1949 and had supported the strike.] If he were allowed to retain his membership, he should be prevented from holding office for a period of five years. Disciplinary action would be taken in accordance with Article XVIII of the constitution of the international union.

Charges were brought against Carlin by Galbraith and were heard by the local union on October 3, 1949. By a vote of the members he was exonerated, 52 finding him guilty and 97 not guilty. In spite of this, the international president instructed the officers of the local to expel him immediately.

Carlin then brought an action for an injunction to prohibit his expulsion. An interim injunction was issued. At a hearing on November 30 to determine whether or not the injunction should be continued, a settlement was reached and Carlin's action was withdrawn. He was reinstated as a member in good standing with the approval of the international president and the local vice-president who had brought the charges.

Almost immediately after the settlement, new charges almost identical with the earlier ones were laid against Carlin. On December 20 the executive of the local union tried the charges and found him guilty. The hearing was adjourned until January 3, 1950, when a penalty was imposed suspending Carlin from the right to vote and to attend meetings for a period of five years.

Both parties appealed against this ruling, Carlin against the whole decision and Galbraith against the penalty as not being severe enough. A meeting of the local allowed Carlin's appeal by a vote of 134 to 83. No action was taken on Galbraith's appeal. His Lordship stated that, under Article X of the union constitution, the matter was thus settled subject only to a right of appeal to the Atlantic Coast District Executive of New York. This right of appeal may be had on definite and precise conditions, none of which were followed.

Galbraith, however, appealed to the Atlantic Coast District Executive, which on March 13, 1950, declared Carlin ineligible for office for five years. Carlin was not present and no notice of appeal had been served on him.

In July 1951, attempts were made to persuade Carlin to agree not to run for office for five years but he refused. He was elected a delegate to a convention and attended as a delegate. On October 1, 1951, the president of Local 273, at a meeting to elect delegates to a wage committee, read the statement of the Atlantic Coast District Executive of March 13, 1950, and refused to accept Carlin's nomination. This was the first time Carlin had heard of the ruling. He challenged it and examined the report, which was not signed.

Mr. Justice Hughes stated:

> The powers which the International Longshoremen's Association, Local 273, can exercise over a member of the union are what the said member gives the Association by becoming a member and accepting the constitution. Those powers include the right to work. If he is not a member of the Association he cannot work with them and cannot be employed on the same job. If they expel him, therefore, they deprive him of his livelihood. They can do so only as laid down in the constitution. They must act strictly within their rights. They have not done so.

In this case the charges against Carlin had been heard by the local and he had been exonerated on October 3, 1949. That was the end of the matter unless that decision was reversed on appeal. Since no appeal was made in accordance with the constitution, the question was settled. His Lordship held. The international president had no power under the constitution to order the expulsion of Carlin, as he first attempted to do. The declaration of the Atlantic Coast District Executive that Carlin was ineligible to run for office in the union was invalid because it was not made on an appeal taken by means of notices as provided for by Article XIX of the constitution.

The Court accordingly held that the proceedings of the District Executive of the union declaring the plaintiff ineligible to run for office were inoperative and that he was a member in good standing of Local 273 with all the rights and privileges of membership. The plaintiff had not lost his employment since his reinstatement as a union member on November 30, 1949, but he was entitled to damages for the annoyance caused him by the defendants' action. The Court assessed these damages at $300. *Carlin* v. *Galbraith et al*, New Brunswick Supreme Court, Chancery Division, Nov. 3, 1952, unreported.

Recent Regulations, Federal and Provincial

Minimum wages raised for janitors and sheet-metal workers in British Columbia. Apprenticeship regulations revised in Nova Scotia. The procedure for certification of bargaining agent established in P.E.I.

In British Columbia, an upward revision of minimum rates was provided for janitors and sheet-metal workers.

In Nova Scotia, general apprenticeship regulations set out what is required of the apprentice and the employer and define the powers and duties of the Director of Apprenticeship.

The first regulations to be made under the Prince Edward Island Trade Union Act provide for certification by the Provincial Secretary of a trade union as bargaining agent for a group of employees.

Minor amendments were made to the Rules of Procedure of the Labour Relations Boards of Nova Scotia and Ontario.

These and other regulations, both federal and provincial, are summarized in greater detail below.

FEDERAL

Canada Shipping Act

Pilotage By-laws

An amendment to By-law 2 of the Pilotage District of Quebec exempts from the compulsory payment of pilotage dues all steamships regularly employed in voyages on the St. Lawrence River and on the Saguenay River not extending below the eastern limits of the Pilotage District. Previously, only passenger steamships employed in such voyages were exempt. The amendment was approved by P.C. 4592 on December 4 and gazetted December 10.

PROVINCIAL

Alberta Coal Mines Regulation Act

New sections covering the use of milli-second delay action detonators were added to the regulations governing the care and use of explosives under the Coal Mines Regulation Act by an Order in Council (O.C. 1708-52) made December 1 and gazetted December 15.

The regulations now provide that milli-second delay action detonators may be used for firing shots in coal if permission in writing has been obtained from the Director of Mines to use such detonators and to take into the mine sufficient approved explosives for the purpose.

The multiple shot-firing device used with milli-second delay action detonators must also be approved by the Director. Every galvanometer and shot-firing device in use must be tested daily by an approved method and must not be used unless found to be in proper working condition.

The shot-firer must be trained thoroughly in all phases of milli-second multiple blasting methods. He must be certified as competent in the use of such methods by the District Inspector after he has passed an examination which included practical tests under actual working conditions.

The shot-firer must test for inflammable or noxious gases immediately before the holes are charged, immediately before the round is fired and immediately after he returns to the face following the firing of shots. Gas detector readings must be taken by a certificated examiner with an approved detector in addition to flame safety lamp tests. No shot must be fired if a test or reading shows that there is a dangerous amount of inflammable gas or dust in the air at the face or the roadway leading to the face.

Shots must be connected in series. At the time of firing, all persons must take refuge in a safe place at least 100 feet from the shots. No person may return to the face for at least four minutes after the shots are fired nor resume work until it is found safe to do so. This minimum period may be increased by the District Inspector if he thinks it is desirable to do so.

Other provisions cover such matters as the type of conductors used in the shot-firing cable, the amount of explosives which may be taken into the mine and the method of storing them, galvanometer testing, and rock dusting.

British Columbia Hours of Work Act

A minor amendment was made to the schedule to the Hours of Work Act which

lists the industries in which workers may not be employed for more than eight hours a day and 44 hours a week, except in special circumstances.

Clause 1 of the schedule now reads "mining, quarrying, and other works for the extraction of minerals, *stone or other material* from the earth". The italicized words are new. The amendment was made by Regulation 38 on November 28 and gazetted December 4.

British Columbia Male and Female Minimum Wage Acts

The minimum rates for men engaged in the sheet-metal industry and for janitors and janitresses working in apartment buildings were increased by two revised orders (Nos. 10 and 43), gazetted December 11 and December 18, respectively.

Janitors in Apartment Buildings

Effective from February 1, 1953, janitors and janitresses in apartment buildings containing four residential suites or less must be paid a minimum of 55 cents an hour instead of 50 cents, as before.

In buildings with more than four suites the minimum rate is, as previously, fixed on a monthly basis according to the number of suites. These rates were all raised by about 10 per cent and now range from $39 a month for five residential suites to $197 a month for 47 or more suites. In buildings containing five or more suites, the janitor must receive, in addition to the above rates, 55 cents an hour (rather than 50 cents) for all time spent in attending to single rooms, stores or accommodation other than residential suites.

As before, if two or more janitors are employed in an apartment building and reside on the premises, the employer must designate and record on the payroll at least one as resident janitor and pay him the minimum monthly rate specified according to the number of suites. If more than one are designated as resident janitors, each must be paid the minimum rate to which he is entitled. It is now made clear that the other janitor or janitors resident on the premises must receive at least 55 cents an hour.

The order no longer fixes maximum deductions which may be made from the minimum rates for accommodation provided for the janitor. The Board of Industrial Relations is authorized, where it is of the opinion that the accommodation is unsuitable or that the charge is unreasonable, to give notice in writing of the facts to the employer and also to specify the deductions which the employer may make.

As before, when a janitor is supplied with electricity, a maximum of $4 a month may be deducted from his wages or, as an alternative, meters may be installed and the janitor must pay for the consumption of the electricity according to the meter.

The weekly rest provisions are continued in the revised order. A weekly rest of 24 consecutive hours must be granted to a janitor in an apartment building containing 20 or more suites, and eight consecutive hours of rest if he is employed in a building containing from 12 to 19 suites.

Sheet-Metal Workers

The minimum hourly rate for sheet-metal workers was raised from $1 to $1.25. Time and one-half the regular rate must be paid for hours in excess of eight in a day or 44 in a week and such overtime may only be worked under permit of the Board. All male employees engaged in the manufacture, erection and installation of any sheet-metal work in connection with a residential, commercial or industrial building, plant or ship and also the manufacture or installation of gravity or forced-air heating or conditioned-air installation are covered by the order. Production-line or assembly-line manufacture of sheet-metal products for resale is excluded.

Other conditions of work set out in the former Order, which is now rescinded, remain unchanged (L.G., 1948, p. 1134).

British Columbia Metalliferous Mines Regulation Act

A new regulation (O.C. 2878) was approved on December 2, gazetted December 18, under the Metalliferous Mines Regulation Act permitting workers employed in metallurgical works and quarries to work longer than eight hours in any 24 for the purpose of changing shifts.

The Act limits hours of employment in or about mines, quarries or metallurgical works to eight in any 24 hours but authorizes the Lieutenant-Governor in Council, on the recommendation of the Minister of Mines after an investigation, to substitute other provisions by regulation.

The new regulation provides that, after any existing collective agreement expires, or where no collective agreement is in force at the time the regulations were approved, an employee may be employed above ground at a quarry or metallurgical works for whatever period longer than eight hours in any 24 is necessary to make a change

of shift provided that an agreement is made between the employer and the employees permitting such extension of hours. If a collective agreement was in effect on December 2, such longer hours can be worked until the agreement expires, provided that it does not specifically forbid such an arrangement.

The new regulation does not apply to operations covered by two earlier Orders which allow a 10-hour day to be worked in quarries and in placer mining above ground if a permit has been obtained from the Department of Mines. Workers in quarries for whom no such permit was issued would therefore be covered by the new regulation.

Nova Scotia Apprenticeship Act

New general apprenticeship regulations were approved by Order in Council on September 11, 1952, replacing those made in 1945. The regulations were issued under the new Act passed at the 1952 session of the Legislature to provide a more workable basis for the apprenticeship program (L.G., Oct. 1952, p. 1364).

The new regulations, which are similar to the ones they replace, cover minimum qualifications for apprentices, transfers from one employer to another, the period of apprenticeship and credits given for previous instruction or experience, the obligations of the apprentice and of the employer, trade testing of apprentices and tradesmen who apply for certificates of competency, and fees. In line with the new Act, which defined the powers and duties of the Director of Apprenticeship more specifically, several of the powers formerly held by the apprenticeship committee are now transferred to the Director.

In order to enter into a contract of apprenticeship in a designated trade, the prospective apprentice must be at least 16 years of age and must have completed grade eight, or any higher grade required by the rules governing the trade concerned, or have an equivalent education as determined by the Director.

The employer must forward three copies of each apprenticeship agreement to the Director. After the agreement is registered, the Director retains one copy and sends one to the employer and one to the apprentice.

When an apprentice is permanently transferred from one employer to another, a form of permanent transfer must be executed in triplicate by the apprentice and the employer and the transfer registered in the same manner as a new agreement. It is now specified that the form of transfer must be executed within 30 days from the date of the transfer.

The length of the apprenticeship period must be set out in the agreement. If the apprentice has had previous experience in the trade or trade instruction in an educational institution approved by the Minister, the Director (rather than the apprenticeship committee) may grant him a time credit on the term of his agreement. The time credit may be granted on the basis of an evaluating examination or by such other means as are stated in the trade regulations.

The Director (formerly the committee) must furnish every apprentice with an identification card to be carried at all times.

Each apprentice must give faithful service to his employer during the apprenticeship period; avoid damage and waste of tools, goods and property of the employer; give satisfactory reason for any absence from employment or from instruction in trade subjects; and diligently follow the classroom instruction or correspondence courses related to his trade which are prescribed under the Act.

Every employer must provide adequate training for the apprentice in all job operations and trade processes as far as he is able to do so; keep him employed as long as work is available; where a full-time program requires his continuous attendance, release the apprentice from his duties, and where a part-time program is provided, allow the apprentice time to attend the classes without loss of pay; and notify the Director before making any change affecting the agreement. In addition, where an apprentice is laid off because of lack of work, the employer must give him the opportunity to be re-employed before another apprentice is hired.

The Minister (formerly the apprenticeship committee), may establish facilities for conducting trade examinations for apprentices and tradesmen who apply for certificates of qualification. The Director is required to make arrangements for conducting trade examinations at times and places to be determined by him. Each trade examination is to be conducted by a board of three persons, two of whom must be members of the local apprenticeship committee and represent employers and employees; the third must represent the committee. The Minister must direct the payment of reasonable compensation and expenses for such examining boards.

When the apprentice has satisfactorily completed the apprenticeship period and

the prescribed training, he must submit himself for the final trade examination. If he is successful, he is granted a certificate of apprenticeship by the Director.

A tradesman, other than an apprentice in training, who wishes a trade examination and certificate of qualification must apply in writing to the Director who must notify him in writing of the time and place of his test, which must be held not later than three months after he has applied for it. A certificate of qualification must be issued if the examination shows that he possesses the knowledge and skill of a journeyman in the trade. If he is not thoroughly competent, his ability will be evaluated in terms of the percentage of time necessary for an apprentice to complete the training to become a journeyman.

The fee for an examination and certificate of qualification remains at $5, and, for a duplicate certificate, $2.

Nova Scotia Trade Union Act

The Nova Scotia Labour Relations Board made a small amendment to its Rules of Procedure on September 16, 1952, which was approved by the Lieutenant-Governor in Council on October 10.

Where an application for certification was made by a union, the rules previously required the Chief Executive Officer, after the time fixed for the filing of a reply by the employer and of notices of intervention, to notify the applicant and employer, and intervener if any, of the time and place fixed by the Board for consideration of the application. He is now required to give such notice only when the Board considers it necessary to bear verbal evidence and argument by or on behalf of the parties.

Ontario Disabled Persons' Allowances Act

An amendment was made to the regulations under the Disabled Persons' Allowances Act to increase the maximum annual income which a married person living with his spouse may have in order to receive an allowance.

The Act, which was passed last year (L.G., Aug. 1952, p. 1092), provides for the payment of an allowance of not more than $40 a month to permanently and totally disabled residents of Ontario between 18 and 65 years of age. To receive an allowance, a person must have resided in Ontario for 10 years.

A married person living with his spouse is now eligible for an allowance if his income, including the allowance, is not more than $1,440 a year, instead of $1,200. If the annual income is more than that amount, the allowance will be reduced accordingly. The annual income permitted a single person remains at $720.

Ontario Labour Relations Act

The Ontario Labour Relations Board has issued regulations (329/52), gazetted November 29, making amendments to the Rules of Practice and Procedure of the Labour Relations Board. New provisions set out the procedure to be followed by an employee or group of employees who do not desire an applicant union to be certified as their bargaining agent.

Such employees may inform the Board in writing of their desire before the expiration of the eighth day after the notice of application was posted by the employer on his premises; they may then attend and be heard at the hearing. If the employee or group of employees fails to attend the hearing, the Board may dispose of the application without further notice to them and without taking their objection into consideration. The written notification to the Board must be signed by the employee, if there is only one, or by each member of the group. The employees may appoint a representative to attend and be heard at the hearing.

Amendments were also made to some of the forms to be used in connection with the application of a union to be recognized as the bargaining agent for a group of employees, or an application for the termination of bargaining rights. Notices of application for certification and for a declaration that a union is no longer representative of the employees in the bargaining unit are required to be posted in a conspicuous place on the employer's premises until the expiration of the eighth day after they are served instead of for five working days, as formerly.

Prince Edward Island Trade Union Act

Under Section 14 of the Trade Union Act, which provides for the making of regulations "governing the recognition by employers of trade unions," regulations were recently made giving the Provincial Secretary certification powers similar to those held by the Labour Relations Boards of the other provinces. Until now there was no provision in Prince Edward Island for certifying a bargaining agent for a group of employees. The regulations were made November 17 and gazetted November 22.

The regulations state that no employer is required to recognize or bargain with a union until, in accordance with Section 7

of the Act, it has filed with the Provincial Secretary a certified copy of its constitution, rules and by-laws or other documents giving a complete statement of its objects.

The Provincial Secretary is empowered to examine the right of a trade union which has complied with Section 7 to represent a group of employees and he *must* exercise these powers if he is requested to do so by the employer or by any five employees. In order to determine (1) whether a majority of the employees in a unit are members in good standing of the union, and (2) whether a majority of them have selected the union as their bargaining agent, the Provincial Secretary may examine records or make other necessary inquiries, including the holding of hearings or the taking of votes, and may prescribe the nature of the evidence to be submitted to him. If he is satisfied that the two conditions have been fulfilled, he may certify the trade union as bargaining agent for the unit of employees.

When the Provincial secretary makes an inquiry into the question of representation, the employer is not bound to recognize or bargain with the union or its members *unless and until* the union has been certified.

The regulations state that a trade union may sue and be sued by the name which it filed with the Provincial Secretary or by the name by which it is commonly known.

Saskatchewan Health Services Act and Hospitalization Act

The Saskatchewan Government has undertaken to provide free hospital services to recipients of old age assistance and their dependants, where the provincial share of the old age assistance pension is paid by Saskatchewan. This provision was approved by O.C. 2671/52 on November 28 and gazetted December 6.

Recipients of old age security (persons over 70 years) or blind persons' allowances whose income is so low that they qualify for a supplementary allowance under the Saskatchewan Social Aid Act were already entitled to receive free health services as well as free hospitalization, in accordance with regulations previously issued under the Health Services Act (L.G., March 1952, p. 316).

Under the new regulations, the Minister of Public Health is responsible for paying the cost of hospital services rendered to a recipient of old age assistance or his dependants if they are services which are given under the Saskatchewan Hospitalization Act. These include public ward accommodation, operating and caseroom facilities, surgical material, X-ray and other diagnostic procedures, physiotherapy, anaesthetic agents, drugs, and certain endocrine and vitamin preparations. To cover the cost of these services, the Minister must pay the hospital tax on behalf of each beneficiary for 1953 and each succeeding year.

The dependants of a recipient of old age assistance, including the spouse and each dependent child or grandchild under 16, may receive free hospital services during the period the pension is being paid and for the remainder of the year during which the recipient dies or is admitted to a mental hospital. A child between the ages of 16 and 21 years who is permanently incapacitated, physically or mentally, and is dependent on the recipient is also eligible to be a beneficiary. No person entitled to receive health services from the Government of Canada may be a beneficiary under these regulations.

The Hospitalization Act requires a person to have resided in Saskatchewan for six months before he may benefit under the Act. The regulations stipulate that this qualification does not apply to old age assistance recipients and their dependants.

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delivery man $30 and $35 respectively in Zone I. New minimum hourly wage rates for some general classifications are now as follows: cashier and telephone operator 45 cents per hour in Zone 1; temporary employees, working a maximum of 30 hours per week—male (senior and skilled) 60 cents in Zone I, 50 cents in Zone II, male (junior) and female 37 cents in Zone I, 30 cents in Zone II. (The rates for temporary workers male (junior) and for temporary workers female are four cents per hour less than those previously in effect.)

Vacation: employees with five years of continuous service, instead of seven as previously, are entitled to an additional vacation of seven non-consecutive days with pay per year.

Wholesale Food Trade, Quebec District

See above under "Manufacturing".

68543—9½

Saskatchewan Equal Pay Act Proclaimed in Force

The Saskatchewan Equal Pay Act, passed at the 1952 session of the Legislature, was proclaimed in force from January 1, 1953. Thus, there are now two Canadian provinces with an equal pay law, Ontario having passed a similar Act in 1951. Alaska and 13 States of the United States have legislation which is similar in principle but which varies widely in coverage and provision for enforcement.

The Saskatchewan Act requires employers to pay women at the same rate as men when they are employed to do *work of comparable character* in the same establishment. The principal difference from the Ontario Act is that the latter requires equal pay for men and women when they do the *same work* in the same establishment.

The Act will be administered by the Minister of Labour and the Director of the Wages and Hours Branch of the Department. Enforcement depends largely on complaints from employees. Investigation of complaints will be carried out by an inspector of the Department and, if his efforts at settlement are unavailing, provision is made for the Minister to appoint a Board to inquire into the matter. After receiving the Board's recommendations, the Minister has power to make an order requiring compliance with the law. Offences under the Act are punishable by fines not exceeding $100.

1952 Edition of *Provincial Labour Standards* Now Available

Changes in the standards set by provincial labour laws are noted in each annual edition of the Department of Labour publication *Provincial Labour Standards*, the 1952 edition of which is now available. A reduction in maximum working hours and an increase in minimum wage rates in Edmonton, Calgary, Lethbridge and Medicine Hat; higher general minimum rates in Manitoba, New Brunswick and Quebec; and an upward revision of benefits under the Workmen's Compensation Acts of seven provinces are recorded in the new edition.

The bulletin sets out, in a form which permits easy comparison, the standards set by provincial law with regard to the school-leaving age, minimum age for employment, annual and public holidays, maximum daily and weekly hours of work, minimum wages for both experienced workers and learners, workmen's compensation benefits payable in case of death or disability, and the provision made for a weekly rest day. Workplaces dealt with in the tables are mines, factories, shops, offices, hotels and restaurants.

Copies of this mimeographed bulletin may be obtained from the Legislation Branch, Department of Labour.

(Continued from page 231)

The *JOC* also inquired into working methods, hours of work, hygiene and safety on the job, the travelling necessary to get to work, and the daily, periodic and annual rest periods enjoyed by young workers in the province of Quebec.

The inquiry showed that 13·7 per cent worked at night and on other shifts; 32 per cent of the latter group, that is five per cent of all the young workers, were under 19 years of age.

The average working week was 49·4 hours, but 10 per cent of all the young workers questioned worked more than 60 hours per week, whereas 34 per cent worked 48 hours or less.

The average wage of young workers with a work week of more than 60 hours was $27.25, while the average earnings of all the young workers amounted to $28.27 a week.

The investigation also established the fact that 72·6 per cent of all the young workers had not had any medical examination before starting to work, while the proportion of those who had not been examined since starting to work in their present employment was 77·7 per cent.

Thirty per cent of the young workers covered by the survey considered their work dangerous from the accident point of view; seven per cent of these were under 18 years of age. Moreover, 15·7 per cent of all the young workers had already been prevented from working because of an industrial accident.

More than 20 per cent of the young workers questioned during the investigation said that they had no annual vacations. Of the 683 young workers questioned with regard to the length of their annual vacations, 488 had one week, 10 had a week and a half, 166 two weeks and 19 three weeks. According to this inquiry, 71 per cent of the young workers enjoying an annual vacation had only one week.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 868, November 4, 1952

Held: *That a claimant who was temporarily laid off a few days before a stoppage of work due to a labour dispute at the plant at which he was employed for reasons independent of the said dispute, was not subject to disqualification under Section 39 (1) of the Act, as the employer could not give any precise details or an approximate date as to the claimant's return to work had the stoppage of work not occurred.*

Material Facts of Case.—The claimant had been employed as a weaver by a textile company from 1934 to March 27, 1952, when he was laid off because of lack of work. On March 28, 1952, he filed a renewal claim, which was allowed, and he received benefit up until April 2, 1952, when a stoppage of work due to a labour dispute occurred at the plant.

According to the submissions, a few months before the said stoppage, the interested union had been negotiating with the company for better conditions of work and the renewal of the collective agreement which covered all employees of the company except the administrative and office staffs. On April 2, 1952, the negotiations came to a deadlock and 2,700 of the 3,000 persons employed by the company walked out.

The insurance officer disqualified the claimant from the receipt of benefit under Section 39 (1) of the Act for the duration of the stoppage of work.

The claimant appealed to a court of referees, which, after having heard the claimant and representatives of the union and the company, by a majority decision, disallowed the appeal.

The claimant appealed to the Umpire.

Conclusions.—In cases like the present one, where a claimant has been laid off temporarily before the beginning of a stoppage of work due to a labour dispute and for reasons independent thereof, the insurance officer, before imposing a disqualification under Section 39 (1) of the Act, must satisfy himself that the claimant would have been recalled to work at the premises where he was employed, had there not been a stoppage of work. In other words, he must satisfy himself that the stoppage of work has delayed the claimant's return to work.

If the layoff is for a definite period there is no difficulty and the claimant is subject to disqualification from the receipt of benefit under Section 39 (1) of the Act from the date he was normally due to return to work; if the layoff is for an indefinite period the question is not as easy to determine, especially when the employer, as in this case, intentionally or otherwise, does not clarify the matter.

In a recent case (CU-B 863), dealing with a sewing machine operator who with other employees had been engaged in the making of military pants and who had been temporarily laid off due to lack of cloth two days before the commencement of a strike, I decided that Section 39 (1) of the Act had to be applied from the beginning of the stoppage of work as there was satisfactory proof on file that the employer was expecting to receive in two or three days' time the necessary cloth from the federal Government.

In the present case the company's representative has stated before the court of referees that he could not give any precise details, not even the approximate date of the claimant's return to work. Moreover, except for a doubt that may be created by the duration of the stoppage of work (from April 2 to July 8), the benefit of which must be given to the claimant, there is nothing in the evidence which would allow me to conclude that the claimant would have returned to work some time during the period of the strike, had it not occurred.

For those reasons, I do not consider that Section 39 (1) of the Act applies in this case.

I wish to add that this decision is in accordance with the principles laid down in decision CU-B 716, which relates to the

case of a claimant who had been laid off due to lack of work shortly before the commencement of a strike in the shipyard where he was working.

The appeal is allowed.

Decision CU-B 875 (& CU-C 29), Nov. 4, 1952

Held: *That the claimant's service on the picket line was not a form of employment within the meaning of the Act and as no employment was involved there was no ground for an extension of the two-year period under Section 28 (3) of the Act.*

Material Facts of Case.—The claimant was employed as a sheet metal worker by a manufacturer of electrical equipment from 1937 to May 10, 1950.

On May 11, 1950, a stoppage of work due to a labour dispute began at the premises of the company which did not terminate until May 16, 1951. The claimant for nearly the whole of that period performed picket duty and received moneys from his union. On the morning of May 17, 1951, a general resumption of work took place and the claimant returned to his employment, in which he continued until June 15, 1951, when he was laid off because of a shortage of work.

On June 16, 1951, he filed an initial application for benefit which was disallowed by the insurance officer because he lacked sufficient contributions to meet the requirements of Sections 28 (1) of the Act.

The claimant appealed to a court of referees. The court sat on July 24, 1951, and the claimant and two representatives of his union were present. The court refrained from rendering a decision on the case and referred it back to the Commission because in the opinion of the court the matter to be decided was one which came under the jurisdiction of the Commission, *viz,* whether the claimant was under a contract of service during the period he performed picket duty and received moneys from his union.

The case was reviewed by the Chief Coverage Officer who, on January 16, 1952, expressed the opinion that there was no reason for the Commission to take jurisdiction of the case inasmuch as the question remained one of qualification under Section 28 (1) of the Act and was for the court of referees to decide. As a consequence, the case was again placed before a court of referees which on January 30, 1952, after hearing a representative of the claimant's union, unanimously allowed the appeal because in its opinion the claimant was under a contract of service during the period he had performed picket duty and therefore, as from June 16, 1951, he was entitled to have his exempted employment taken into account.

The insurance officer appealed to the Umpire on the ground that the court exceeded its jurisdiction by acting on a question which by Section 45 of the Act is specifically reserved in the first instance to the Commission. The Chief Coverage Officer also applied for a decision of the Commission under Section 45 of the Act and the latter, pursuant to Section 48 of the Act, referred the following question to the Umpire for decision:—

> (a) whether or not a person who is in receipt of moneys from a union for picket duty is an insured person, and
>
> (b) whether or not that person while in receipt of moneys from a union for picket duty comes within the provisions of paragraphs (b), (c), (d), (e) or (f) of subsection (3) of Section 28 of the Act for the purpose of an extension of the two-year period.

A notice of reference was sent by the Commission to the interested parties as well as to the larger labour organizations so as to afford them the opportunity of making the observations and representations which they desired the Umpire to consider in deciding the questions referred to him.

The Canadian Congress of Labour submitted a brief to the Umpire and requested an oral hearing, which was held before him on October 1, 1952, and attended by a representative of the said Congress and representatives of the Commission.

Conclusions.—It was suggested by the Legal Adviser (of the Unemployment Insurance Commission) that the terms of the reference made under Section 48 of the Act be narrowed down to fit the particular facts of the present case. With this I agree.

The questions therefore to decide are whether or not, while performing picket duty, the claimant was under a contract of service and whether or not he came within the provisions of paragraphs (b), (c), (d), (e) or (f) of subsection (3) of Section 28 of the Act, which are as follows:

> 28 (3) If an insured person proves in the prescribed manner that he was, during any period falling within the two years specified in subsection one of this section,
>
> (a) ..... or
>
> (b) employed in excepted employment; or
>
> (c) engaged in business on his own account; or
>
> (d) employed in insurable employment in respect of which contributions were not payable; or

(e) employed outside of Canada or partly outside of Canada, in an employment in respect of which contributions were not payable; or

(f) employed in an employment not described by Part I of the First Schedule to this Act,

then subsection one of this section and section thirty-one of this Act shall have effect as if, for each period therein referred to, there were substituted that period increased by the aggregate of the periods of such incapacity or of such employment or business engagement, but the increase so made in any period shall not in any case exceed two years.

Mr. ....., the representative of the Canadian Congress of Labour, which organization "is an interested party in this reference inasmuch as important principles are at stake," stated at the hearing that the claimant's union does not pay fixed salaries for picketing but merely provides moneys to their striking members according to their needs. In support of this, he submitted the following memorandum which is signed by (the) National Director of the United Steelworkers of America:—

1. Welfare funds are established by voluntary contributions from local unions and the International union.
2. Strikers are eligible for welfare payments on an individual basis, with their family needs the governing factor as to the amount to be paid.
3. A register of strikers is kept, and persons receiving strike welfare are expected to perform the various duties necessary for an effective strike.
4. There is no constitutional provision or union practice for the payment of pickets on a regular wage basis.

It would therefore appear that the court of referees, which, as pointed out by the insurance officer, exceeded its jurisdiction in dealing with the question of whether or not the claimant was employed under a contract of service, was misinformed as to the facts of the case and that the moneys given to the claimant by the union were not conditional on his performing picket duty.

In any event, even if picketing was a condition *sine qua non* for his receiving moneys during the strike, I am of the opinion that there was no contract of service involved. As the Congress well puts it in its brief: ". . . strike benefit is not a form of remuneration in return for a member having picketed. It is merely assistance to relieve hardship and very frequently is based on need. Picketing is not a form of employment and is therefore not done under the terms of a contract of service. It is a condition of membership in the broad sense that a union member on strike has a moral obligation, not to say a direct interest, to engage in an activity which may all the sooner terminate the stoppage in his favour."

For those reasons, I do not consider that the claimant's service on the picket line was a form of employment within the meaning of the Act. It follows that, if no employment was involved, there is no ground for an extension of the two-year period under Section 28 (3) of the Act.

It was argued, however, by Mr. ..... that, in cases like the present one, an anomaly is created by the co-existence of Section 28 (1) (b) and Section 39 (1) of the Act. By virtue of Section 39 (1) (loss of employment by reason of a stoppage of work due to a labour dispute), the claimant was disqualified from the receipt of benefit. By virtue of Section 28 (1) (b), he was again disqualified from the receipt of benefit, because he could not show the necessary number of contributions, and this, notwithstanding the fact that he was in the labour market throughout the period of his participation in the stoppage, being "engaged in a collective effort to improve the conditions of his contract of service". In the opinion of the representative of the Canadian Congress of Labour "it may well be that such a situation was not envisaged by Parliament when it amended the Act in 1950".

Mr. ..... therefore stated, on behalf of his organization, that it was their belief that an amendment to the Act would be in order by adding a new paragraph (g) to Section 28 (3), along the following lines:—

> Participating in a stoppage of work due to a labour dispute at the factory, workshop, or other premises at which he was employed.

This is a very interesting suggestion indeed and I have no hesitation in recommending to the Commission that it be given careful study with a view to ascertaining whether such enactment would meet with the true intent and purpose of the Act.

The insurance officer in his lengthy appeal hereinbefore referred to made the following remarks:—

> The penultimate paragraph of the court's decision of January 30, 1952, indicates the belief that the law which governs the decisions of insurance officers and that governing courts of referees is not identical and I suggest that an expression of opinion by the Umpire covering this point would be of value in the guidance of courts sitting in the future.

It goes without saying that all the adjudicating authorities, be they insurance officers, courts of referees or the Umpire, are bound by the provisions of the Act and must give to it one and the same application. However, I doubt very much that the court of referees intended to mean otherwise and I would point out that, in the first instance (see its comments of July 24, 1951), it rightly felt that this case was one which came under the Commission's jurisdiction.

My decision therefore is that the claimant who lacked sufficient contributions to meet the requirements of subsection (1) of Section 28, has not established his right to an extension of the two-year period, pursuant to subsection (3) of the said section.

Monthly Report on Operation of the Unemployment Insurance Act

November, 1952, statistics* show number of claims for unemployment insurance benefit increased by 35,461 over previous month's 87,957

Claims for unemployment insurance benefit were higher in the month of November by 35,461. The report on the operation of the Unemployment Insurance Act issued by the Dominion Bureau of Statistics shows that during the month a total of 123,418 initial and renewal claims was filed in local offices across Canada, compared with 87,957 in October and 122,603 during November 1951.

Active claimants on the live unemployment insurance register on November 29 numbered 181,554 (140,297 males and 41,257 females), of whom 161,912 were ordinary, 12,077 short-time and 7,565 on temporary mass lay off. Ordinary claimants on October 31 totalled 111,539, while on November 30, 1951, they numbered 153,651.

A total of 107,882 initial and renewal claims were disposed of during the month, 85,910 being entitled to benefit. Claims disallowed numbered 11,272, while disqualifications were imposed in 14,580 cases (including 3,880 on revised claims). Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,483 cases; "not unemployed" 3,473 cases (for 1,772 of the disqualifications categorized "not unemployed" the period of disqualification was six days or less); "not capable of and not available for work" 1,445 cases.

New beneficiaries during the month totalled 68,034, compared with 50,848 in October and 67,861 in November, 1951.

Benefit payments amounted to $6,435,444 for 2,158,920 unemployed days during November, compared with $5,710,740 for 1,932,994 days during October and $5,107,466 and 2,033,423 days during November, 1951. The larger proportionate increase in the amount of benefit paid in relation to days compensated this month compared with November 1951, was largely due to the increase in benefit rates effective July 14, 1952. An additional factor was an increase in the proportion of male claimants who draw benefit at higher rates either on account of dependents or because they are in the higher contributory groups.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the week November 29-December 5, 1952, a total of $1,883,934 was paid to 112,319 beneficiaries in respect of 626,554 compensated days, in comparison with $1,295,050 paid to 79,406 beneficiaries for 438,084 days of unemployment for the week October 25-31. During the week November 24-30, 1951, a total of 97,511 beneficiaries received $1,327,648 in compensation for 523,648 unemployed days.

The average daily rate of benefit was $3.01 for the week November 29-December 5, $2.96 for the week October 25-31, and $2.54 for the week November 24-30, 1951.

*See Tables E-1—E-6 at end of book.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 93 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 145 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of December are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	$ 73,289.00
Defence Production (November Report).....	194	2,786,522.00
Post Office	8	113,096.09

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and, if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during December

During December arrears of wages were obtained from one contracting department and $260.95 was distributed to two employees who had been paid less than the required rate of wages on one government contract.

Contracts Containing Fair Wages Schedules Awarded--December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Penticton B C: R E Postill & Sons Ltd, construction of pumphouse & installation of distribution system.

Central Mortgage and Housing Corporation

Halifax N S: J Phillip Dumeresq & Assoc,* services for design & supervision of construction. *Chatham N B:* William Kerr Jr,* supply & placing of wood walks. *Saint John N B:* Community Enterprises Ltd, construction of houses; Eastern Landscape Company,* installation of playground areas, rifle range. *Montreal P Q:* D'Errico Bros Construction Co Reg'd,* grading & paving, Benny Farm Gardens; D'Errico Bros Construction Co Reg'd,* building of retaining wall & driveway, 4938 Connaught Ave. *Quebec P Q:* Town of Ste Foy, installation of water & sewer services. *St. Hubert P Q:* Louis B Magil, construction of school. *St Therese P Q:* Vezina Construction Co, installation of water & sewer services. *Ajax Ont:* Warren Bituminous Paving Co Ltd, construction of curbs & gutter; W B Bennett Paving Ltd,* construction of finished road subgrade. *Aylmer Ont:* Elgin Construction Co Ltd, construction of roads, driveways, parking areas, ditches & storm sewers. *Barriefield Ont:* McGinnis & O'Connor Ltd, repairing drainage to Riverside Drive. *Downsview Ont:* Hydro Electric Power Commission,* installation of electrical power distribution system; Dumfries Construction Co Ltd, installation of storm sewers. *North Bay Ont:* Hydro Electric Power Commission,* installation of electrical power distribution system. *Oakville Ont:* Hydro Electric Power Commission,* supply & erection of overhead poles. *Petawawa Ont:* Storms Contracting Co Ltd, installation of storm, sanitary sewers & watermains. *Stamford Ont:* Zellers Contracting Co Ltd, construction of houses. *Uplands Ont:* James F McLaren & Assoc,* services *re* design of drainage system. *Portage la Prairie Man:* Nelson River Construction Ltd, construction of sewer & water services. *Winnipeg Man:* The Suburban Rapid Transit Co,* installation of street lamps. *Cold Lake Alta:* Nix Brothers Construction Co,* clearing & brushing. *Penhold Alta:* North West Electric Co Ltd, construction of electrical power distribution system.

Defence Construction (1951) Limited

Greenwood N S: M F Schurman Co Ltd, construction of chapels. *Halifax N S:* Bryant Electric Co Ltd, installation of electrical systems on wharves; J A Moulton & Sons, installation of low pressure heating system. *Chatham N B:* M F Schurman Co Ltd, construction of chapels; Modern Construction Ltd, construction of standard drill & recreation hall; Modern Construction Ltd, construction of standard synthetic training bldg. *Bagotville P Q:* R E Stewart Construction Corporation, construction of standard synthetic training bldg. *Farnham P Q:* Dussault Construction Ltd, erection of farm fence. *Montreal P Q:* National Welding Co, installation of steam distribution system. *Quebec P Q:* Bergerville Estates Ltd, construction of inspection services, gauge inspection laboratory; Le Service Paysagiste Engineering,* landscaping. *Camp Borden Ont:* W H Yates Construction Co Ltd, construction of gun testing stop butt; Emery Engineering & Construction Co Ltd, construction of supply section extension bldg; Emery Engineering & Construction Co Ltd, construction of standard guard house. *Centralia Ont:* Elgin Construction Co Ltd, construction of chapel. *Clinton Ont:* R Timms Construction & Engineering Ltd, construction of chapel. *Cobourg Ont:* Arcade Electric Co Ltd, installation of pneumatic tube conveyor, fire alarm, watchman & telephone raceway systems. *Gloucester Ont:* G A Crain & Sons Ltd, construction of operations, administration and galley bldgs. *Hamilton (Mount Hope) Ont:* James Kemp

Construction Co, installation of bulk petroleum storage. *North Bay Ont:* M Sullivan & Sons Ltd, construction of standard drill & recreation hall. *Oakville Ont:* James Kemp Construction Co Ltd, addition to headquarters bldg. *Uplands Ont:* Provincial Engineering Ltd, installation of electrical distribution system. *Gimli Man:* Fraser Construction Co Ltd, construction of standard officers' quarters. *Rivers Man:* John Plaxton Co Ltd, installation of underground steam distribution system. *Clareholm Alta:* Burns & Dutton Concrete & Construction Ltd, construction of standard officers' quarters. *Cold Lake Alta:* Poole Construction Co Ltd, construction of standard synthetic training & unit receiver bldgs; Bird Construction Co Ltd, installation of underground steam distribution system; Burns & Dutton Concrete & Construction Ltd, construction of standard drill & recreation hall. *Namao Alta:* W C Wells Construction Co Ltd, construction of explosive storage bldgs, non-explosive bldgs & access road; Alberta Quonset Sales Ltd, erection of standard explosive storage bldgs. *Comox B C:* J. H. McRae Co Ltd, installation of electrical distribution system & transformer substation; Barr & Anderson Ltd, installation of underground steam distribution system; Dawson Wade & Co Ltd, installation of remaining component parts of bulk storage tanks.

Building and Maintenance

Montreal P Q: Walter G Hunt Co Ltd, replacing of defective wooden piles with pre-cast concrete piles & replacing damaged brickwork, 772 Sherbrooke Street. *St Johns P Q:* A N Bail Co Ltd, permanent subfloor replacement in bldgs. *Valcartier P Q:* Timber Structures of Canada Ltd, supply & erection of 2 complete structural timber frames for bldgs. *Centralia Ont:* Ellis-Don Ltd, permanent subfloor replacement in bldgs. *Toronto Ont:* Design-Craft Ltd, new construction, refurbishing and dismantling of booths—Canadian International Trade Fair (1953). *Trenton Ont:* Jas Kemp Construction, cubicling of barrack blocks, No. 6 Repair Depot. *Winnipeg Man:* Commonwealth Construction Co Ltd, paving of triangle between hangars, RCAF Station. *Calgary Alta:* Hornstrom Brothers, cubicling of bldgs, No. 25 Air Materiel Base.

National Harbours Board

Halifax Harbour N S: Standard Paving Maritime Ltd, installation of cast iron water supply system for fire protection at grain elevator. *Montreal Harbour P Q:* Charles Duranceau Ltd, resurfacing Jacques Cartier bridge roadway at pavilion. *Port Colborne Ont:* Ace Roofing Co, reroofing north half of grain elevator.

Department of Public Works

Bonavista Nfld: North Shore Construction Co Ltd, installation of new sewer, public bldg. *Arichat N S:* H E McDonald, improvements to public bldg. *Dennis Point N S:* The Atlantic Bridge Co Ltd, harbour improvements. *Halifax N S:* R J Frosst & Co, alterations to Administration Bldg, Camp Hill Hospital. *Trout Cove N S:* Atlantic Bridge Co Ltd, breakwater repairs. *West Baccaro N S:* Mosher & Rawding Ltd, breakwater repairs. *Windsor N S:* M V Sawler, repairs to public bldg. *Curry's Cove N B:* Diamond Construction Co Ltd, construction of breakwater-wharf. *Fredericton N B:* Maritime Waterproofing & Contracting Co Ltd, alterations to headquarters bldg, "J" Division, RCMP. *Petit Rocher N B:* Diamond Construction Co Ltd, breakwater repairs. *Forestville P Q:* McNamara Construction Co Ltd, wharf extension. *Hull P Q:* Concrete Construction Ltd, completion of National Printing Bureau. *Ville de Lery (Lake St Louis) P Q:* Theode Robidoux,* dredging. *Lauzon P Q:* Geo T Davie & Sons Ltd,* construction of drill boat; Davie Shipbuilding & Repairing Co Ltd,* repairs to dredge. *Quebec P Q:* Abel Ratte, repairs to brick walls, Immigration Bldg, Savard Park. *Ste Felicite P Q:* Gulf Maritime Construction Co Ltd, wharf repairs. *Barrie Ont:* The Sargeant Co Ltd, roofing repairs, public bldg. *Burlington Channel Ont:* Kamlee Construction Ltd, repairs to piers. *Cobourg Ont:* Ontario Construction Co Ltd, pier reconstruction. *Hamilton Ont:* McNamara Construction Co Ltd,* dredging; James Kemp Construction, alterations and additions, Cornell Bldg. *Montreal River Ont:* L R Brown & Co Ltd, construction of wharf. *Moosonee Ont:* McNamara Construction Co Ltd,* dredging. *Oshawa Ont:* Fried Construction Co Ltd, erection of federal public bldg. *Ottawa Ont:* Doran Construction Co Ltd construction of virus laboratory; R F Walsh Co Ltd, repairs and repainting of stonework, Centre Block, Parliament Bldgs; R F Walsh Co Ltd, repairs and repainting of stonework, Connaught Bldg; Thomas Fuller Construction Co Ltd, partitioning, etc, Metcalfe Bldg. Geo C Graves Con-

struction Co Ltd, alterations to "G" Wing No. 6 Temporary Bldg. *Port Bruce Ont:* Dean Construction Co Ltd, harbour improvements (pier repairs). *Port Hope Ont:* Ontario Construction Co Ltd, extension to Queen's wharf. *Sudbury Ont:* Grant Plumbing & Heating, installation of new heating plant, public bldg. *Toronto Ont:* Richard & B A Ryan Ltd, alterations to fourth floor, 66 Temperance Street; Richard and B A Ryan Ltd, alterations to third floor, Customs Bldg. *Selkirk Man:* J S Quinn Construction Co, construction of wharf. *Souris Man:* West End Contractors & Cabinet Makers Ltd, alterations, painting, new post office screen, etc, public bldg. *Fort Qu'Appelle Sask:* Douglas Construction Co Ltd, completion of construction, public bldg; Douglas Construction Co Ltd, additions & alterations for completion of construction of Indian Hospital. *Humboldt Sask:* Shoquist Construction Ltd, addition & alterations to public bldg. *Saltcoats Sask:* Logan & Black Ltd, alterations & improvements, public bldg. *Blubber Bay B C:* Harbour Pile Driving Co, wharf repairs & improvements. *False Bay B C:* Victoria Pile Driving Co Ltd, wharf repairs & improvements. *Heriot Bay B C:* Pacific Pile Driving Co Ltd, replacement of float approach. *Lund B C:* Pacific Pile Driving Co Ltd, repairs to wharf & floats. *Lyall Harbour B C:* Pacific Pile Driving Co Ltd, wharf repairs & improvements. *McMillan Island B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction. *Needles B C:* Interior Contracting Co Ltd, wharf repairs & extension. *Prince Rupert B C:* Northwest Construction Ltd, extending ring wall, etc, for basement offices, Miller Bay Indian Hospital. *Sardis B C:* Christian & Allen Ltd, installation of water & sewage disposal systems, Coqueleetza Indian Hospital. *Vancouver B C:* Jarvis Electric Co, improved lighting, third floor, Federal Bldg. *Victoria B C:* Canada Paint & Contracting Co, alterations to 8th floor, Belmont Bldg; O Pedersen, alterations to 1st, 2nd, 3rd & 5th floors, Belmont Bldg. *Williams Lake B C:* C J Oliver Ltd, erection of federal public bldg. *Fort Simpson N W T:* H Kelly & Co Ltd, plumbing & heating at RCMP Quarters & plumbing at Department of Transport Residence.

Department of Resources and Development

Emerson Man: Macaw & Macdonald, construction of recorder well & shelter. *Headingley Man:* Shum Construction Co, construction of recorder well & shelter. *Prince Albert National Park Sask:* W C Wells Construction Co Ltd, installation only of extension to water supply system, Waskesiu Townsite. *Banff National Park Alta:* Williams & Carrothers Ltd, construction of section of Trans-Canada Highway & improvements at east gate entrance; Williams & Carrothers Ltd, construction of 3 reinforced concrete box culverts, Trans-Canada Highway; Remington Construction Co Ltd, construction of Bow River bridge & connecting highway, Trans-Canada Highway; Nodwell Bros Ltd, replacement of Spray River bridge. *Jasper National Park Alta:* Waterman-Waterbury Co Ltd, construction of water heating plant for water supply system; Western Construction & Lumber Co Ltd, improvements to 17 miles of the Yellowhead road. *Newbrook Alta:* August Buerger, construction of observer's residence with attached 2 car garage. *Waterton Lakes National Park Alta:* Wilson & Wilson Ltd, installation of water & sewer systems. *Revelstoke B C:* Western Water Wells, drilling work on Columbia River between Revelstoke & Boat Encampment. *Yoho National Park B C:* Pierre Asselin, construction of subgrade & gravel surfacing of Yoho Valley road. *Whitehorse Y T:* Campbell's Ltd, interior decorating of 3 houses & placing of foundations under two houses. *Aklavik Fort Simpson & Hay River N W T:* The Tower Co Ltd, construction of 3 insulated one storey bldgs.

Department of Transport

Sydney N S: R G McDougall, construction of power house. *Lac des Loups P Q:* Veillet & Gosselin Ltd, installation of field lighting. *L'Annonciation P Q:* Dubuc Construction & Paving Ltd, installation of field lighting. *La Tuque P Q:* M Electrique Ltd, installation of field lighting. *Patricia Bay B C:* J A Pollard Construction, construction of ILS facilities. *Vancouver B C:* Campbell-Bennett Ltd, construction of access road to middle marker.

Food and beverage industries include 23·4 per cent of all industrial establishments in Canada, employ 14·2 per cent of the country's industrial employees and are responsible for 21·8 per cent of the total gross value of products manufactured in Canada.

Prices and the Cost of Living*

Consumer Price Index, January 2, 1953

The Dominion Bureau of Statistics consumer price index remained practically unchanged at 115·7 for January 2, 1953. At December 1 it was 115·8 and at the beginning of January a year ago, 118·2.

The food index registered the largest group change—and it was less than one-half of one per cent—as price movements were confined within narrow limits between December 1 and January 2. The food index declined from 114·1 to 113·5 as lower prices for eggs and oranges combined with numerous slight decreases in other items to overweigh increases concentrated in fresh vegetables and beef.

Clothing remained unchanged at an index level of 109·7.

In the household operations series, advances for coal, electricity and telephone rates in some centres, as well as higher quotations for a few items of home furnishings, moved the index from 116·1 to 116·5.

The index of other commodities and services advanced from 116·6 to 116·7, mainly because of an increase in the index of recreation.

The shelter index moved from 122·2 to 122·3 following the inclusion of results of a December rent survey.

The consumer price index one year ago (January 2, 1952) was 118·2. The group indexes at that date were: food, 122·4; shelter, 118·3; clothing, 114·9; household operation, 116·4; and other commodities and services, 115·5.

Cost-of-Living Index, January 2, 1953

The cost-of-living index advanced 0·2 points between December 1 and January 2, rising from 184·2 to 184·4. At January 2, 1952, it stood at 191·5.

The food index rose slightly from 226·1 at December 1 to 226·2 at January 2; one year ago it was 250·0. The rent index also advanced, from 149·9 to 150·2; at January 2 last year it was 144·8. The fuel and light index increased from 152·7 to 153·9; 12 months earlier it was 151·2. The clothing index dropped slightly from 205·4 to 205·3, considerably below last year's January 2 level of 215·3. The home furnishings and services index advanced from 195·3 to 196·0 but was still lower than last January's figure of 201·1. The miscellaneous index rose 0·1 point, from 148·8 to 148·9, a figure 3·2 points above last year's 145·7.

*See Tables F-1 to F-6 at end of book.

City Cost-of-Living Indexes, December 1, 1952

Cost-of-living indexes for eight of the nine regional cities moved down between November 1 and December 1 while one advanced, the Dominion Bureau of Statistics has reported. Substantial seasonal decreases in the price of eggs were mainly responsible for the lower indexes.

Egg prices were firm in Vancouver and, as a result, both the food index and the total index moved up.

Butter and lard prices were higher in most centres. Lower prices were quoted for potatoes in the eastern cities, higher prices in the West. Changes in the clothing and the home furnishings and services groups were small and scattered, the movement being mainly downward.

Fuel and light indexes were unchanged in all cities except Montreal, where increases in coal and coke were reported. A decrease in gasoline prices in Winnipeg lowered the miscellaneous items index for that city while for other cities the indexes were unchanged.

Higher rent indexes were recorded for seven cities; indexes for St. John's and Halifax showed no change.

Composite city cost-of-living index point changes between November 1 and December 1 were as follows: Vancouver, +0·5 to 188·1; Halifax, —1·2 to 173·5; Saskatoon, —1·2 to 180·9; Saint John, —1·0 to 180·4; Winnipeg, —0·9 to 176·3; Montreal, —0·8 to 188·8; Toronto, —0·6 to 180·8; Edmonton, —0·5 to 176·2; St. John's, —0·2 to 102·3.

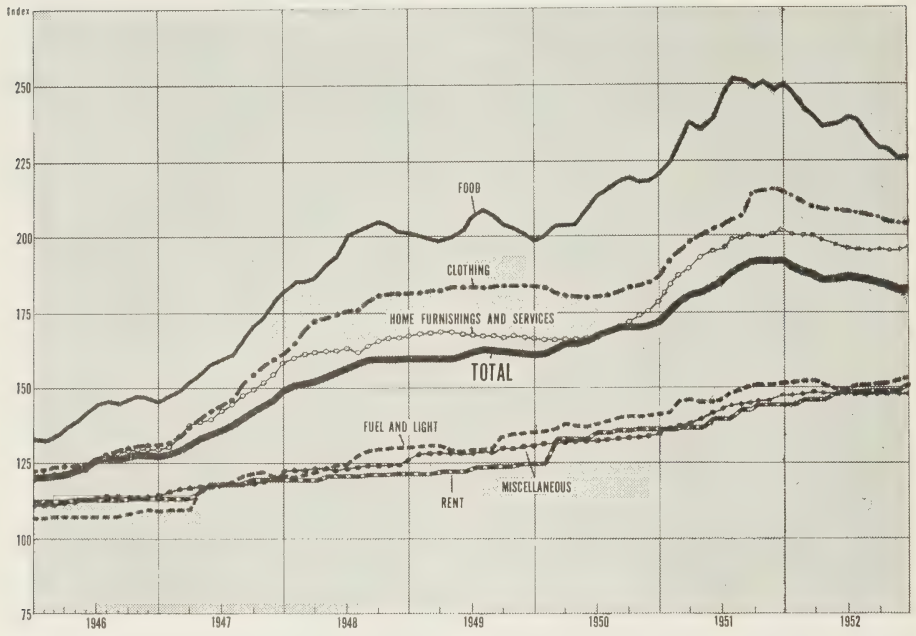
Wholesale Prices, December 1952

The almost steady decline in wholesale prices over the past year and a half continued in December, when the composite index stood at 221·2 compared with the 1952 low of 221·0, registered in October, and the 1951 low of 237·7, marked in December. In November 1952, the index was 221·9.

Four of the eight major component groups contributed to the decline between November and December while four moved up. As in previous months, commodity losses continued to be concentrated in basic raw and semi-manufactured items.

Fibres, textiles and textile products registered the greatest decline, the index changing from 244·8 to 241·4 as a result of lower prices for binder twine, raw cotton and cotton yarns.

COST OF LIVING IN CANADA FROM JANUARY 1946



In vegetable products, an index reduction from 204·6 to 202·7 reflected commodity price weakness for potatoes, certain grains, automobile tires and tubes, and oranges.

Slightly lower quotations for newsprint, wood pulp and cedar lumber (shingles) were reflected in a drop in the index for wood, wood products and paper from 293·4 to 291.2.

Chemicals and allied products moved down from 176·4 to 176·1 as a result of lower quotations for paint materials and drugs and pharmaceuticals.

Among groups registering increases were animal products, which advanced from 235·4 to 237·4, reflecting advances in livestock, except hogs, in meat and in fish. These outweighed a sharp drop in eggs.

Higher prices for imported coal, both anthracite and bituminous, window glass and sand and gravel overbalanced a small decrease in sulphur to move the non-metallic minerals index from 173·5 to 174·9.

Iron and its products changed from 221·2 to 221.4 because of small advances in certain specifications of iron and steel pipe and tubing and hardware. Firmness for lead and solder which outweighed small declines in gold, silver and tin moved the non-ferrous metals index up 0·1 points to 167·7.

Canadian farm product prices at terminal markets moved down from 222·9 to 222·3 between November and December as a result of further weakness in field products. The index for this series dropped from 179·2 to 176·4, reflecting losses in grains—notably flax and rye—potatoes and raw leaf tobacco. Animal products increased from 266·5 to 268·3 because of increases in livestock and eastern butterfat prices, which outweighed sharply lower quotations for eggs.

The index for residential building material prices changed from 283·9 to 283·8 between November and December. Group changes were small with two exceptions: roofing materials dropped from 220·0 to 217·0 because of lower quotations for western cedar shingles and the paint and glass series moved up from 190·2 to 195·0 as a result of higher prices for window glass, which overbalanced a decline in shellac.

The United States cost-of-living index, abandoned last month when publication of the revised consumer price index began, has been revived until June 30 "solely for the purpose of meeting the needs of certain labour unions and business concerns which have contracts based on it".

Strikes and Lockouts

Canada, December, 1952*

Industrial disputes which resulted in work stoppages declined during the year from 259 in 1951 to 213 in 1952.† The number of workers involved increased from 102,870 in 1951 to 118,463 in 1952. Strike idleness increased sharply from a loss of 901,739 days in 1951 to 2,869,587 days in 1952, the third greatest loss in the records of the Department. In 1946, time lost was 4,500,000 days and in 1919, 3,400,000 days.

Wages and related benefits were the central issues in 132 of the 213 stoppages in 1952, causing 94 per cent of the total idleness. Of the other disputes, 33 arose over causes affecting working conditions; 20 over suspensions and dismissals; 16 over union questions; six over alleged discrimination; four were inter-union disputes; one arose over reduced hours; and one was a sympathy stoppage.

In 1952, six stoppages, with a time loss of more than 100,000 days in each case, caused 65 per cent of the total idleness. These were: loggers, lumber and wood products factory workers in British Columbia coastal regions; cotton factory workers at Montreal and Valleyfield, Que.; carpenters, painters and decorators, labourers, in British Columbia coastal regions; building trades workers at Halifax, N.S.; rayon factory workers at Louiseville, Que.; and rubber factory workers at Hamilton, Ont.

In December, 1952, the time loss was slightly higher than in the previous month. Preliminary figures show 18 strikes and lockouts, involving 3,646 workers, with a time loss of 47,279 days, compared with 22 strikes and lockouts in November 1952, with 5,084 workers involved and a loss of 44,176 days. In December 1951, there were 21 strikes and lockouts, involving 12,497 workers, and a loss of 115,835 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1952, was 0·05 per cent of the estimated working time, the same as in November 1952; 0·12 per cent in December 1951; 0·26 per cent for 1952; and 0·08 per cent for 1951.

Of the 18 strikes and lockouts in existence in December 1952, two were settled in favour of the workers, four in favour of the employers, and five were compromise settlements. At the end of the year seven stoppages were recorded as unterminated. These were: copper refiners at Montreal, Que.; rayon factory workers at Louiseville, Que.; clothing and hosiery factory workers at Montreal, Que.; jewellery factory workers at Vancouver, B.C.; sheet metal workers at Fort William and Port Arthur, Ont.; carpenters at Fort William, Ont.; and furniture factory workers at Durham, Ont.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952. The following disputes are considered to be no longer in existence or to have lapsed: jewellery factory workers at Toronto, Ont., December 3, 1951; handbag factory workers at Montreal, Que., August 31, 1951; truck drivers and warehousemen at Ottawa, Ont., January 21, 1952; and stamp and stencil factory workers at Hamilton, Ont., on May 20, 1952.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

*See Tables G-1 and G-2 at end of book.
†All figures for 1952 are preliminary.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October 1952, was 146 and 17 were still in progress from the previous month, making a total of 163 during the month.

In all stoppages of work in progress, 25,000 workers were involved and a time loss of 91,000 working days caused.

Of the 146 disputes leading to stoppages of work which began in October, 13, directly involving 5,800 workers, arose over demands for advances in wages, and 57, directly involving 3,800 workers, over other wage questions; three, directly involving 300 workers, over questions as to working hours; 22, directly involving 1,800 workers, over questions respecting the employment of particular classes or persons; 50, directly involving 4,800 workers, over other questions respecting working arrangements; and one, directly involving 100 workers, over questions of trade union principle.

Australia

During the second quarter of 1952, there were 376 industrial disputes resulting in work stoppages directly involving 137,727 workers. The time loss was 390,626 man-working days for all workers directly and indirectly involved.

Selected Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on Inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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Chemical Unions Form New CCCL Federation

Nearly 4,000 workers belonging to six chemical products unions in the province of Quebec have set up a new labour federation affiliated with the Canadian and Catholic Confederation of Labour. This is the CCCL's 17th professional federation.

The federation, founded at Shawinigan Falls early in January, will be known as the National Federation of Chemical Industry Workers. Its headquarters will be at Shawinigan.

The new federation has set as an objective for its first year the launching of an extensive organizational campaign among all chemical products workers in the province. It is expected that it will soon have 10,000 members.

J. Emile Hebert, President of the Chemical Products Workers' Syndicate of Shawinigan, was elected first president of the federation. The other members of the executive committee are: Jean Paul Spattz, Montreal, 1st vice-president; J. A. Laurier, MacMasterville, 2nd vice-president; Fernand Lavergne, Shawinigan, secretary; and Maurice Laurence, also of Shawinigan, treasurer.

Que. Labour Board Heard 653 Petitions Last Year

A total of 653 petitions from associations wishing to be recognized as bargaining agents for a group of employees or employers was received by the Quebec Labour Relations Board during the fiscal year 1951-52, according to the province's *Statistical Year Book,* just published. Five hundred and thirty-six petitions were granted, 172 were refused, and the number of employees involved was 35,778.

At March 31, 1952, a total of 1,281 collective labour agreements, covering 195,713 employees, was lodged with the Board.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items		1952		1951	1950	1944	1939
		Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
Total Population*	000	.....	14,534	14,009	13,921	11,975	11,267
Labour Force—							
Civilian labour force (1)	000	.....	5,290	5,210	5,201	†	†
Persons with jobs	000	.....	5,176	5,110	5,084	†	†
Male	000	.....	4,013	4,005	3,986	†	†
Female	000	.....	1,163	1,105	1,098	†	†
Paid workers	000	.....	3,946	3,800	3,581	†	†
Without jobs and seeking work	000	.....	114	100	117	†	†
Index of employment (1939 = 100)		.....	191·9	186·4	178·1	†	†
Immigration	No.	.....	.....	22,242	6,830	1,624	763
Adult males	No.	.....	.....	11,725	3,068	244	230
Earnings and Hours—							
Total labour income	$000,000	.....	.....	857	744	†	†
Per capita weekly earnings	$	.....	55.63	52.05	46.29	†	†
Average hourly earnings, mfg	c	.....	130·9	123·5	106·4	†	†
Average hours worked per week, mfg		.....	42·1	41·8	43·0	†	†
Real weekly earnings, mfg. (2)		.....	113·8	105·0	103·1	†	†
National Employment Service—							
Live Applications for employment (1st of month) (3)	000	194·5	148·6	155·5	147·0	69·9	†
Unfilled vacancies (1st of month) (3)	000	35·3	41·9	55·7	54·2	189·3	†
Placements, weekly average	000	.....	17·5	15·9	16·1	†	†
Unemployment insurance—							
Ordinary live claims (1st of month)	000	(7)161·9	(7)111·5	99·8	90·3	8·0	†
Balance in fund	$000,000	.....	856·5	764·4	636·6	245·1	†
Price Indexes—							
General wholesale(4)		.....	221·9	239·1	222·4	†	†
Cost-of-living index (4)		184·2	184·8	191·2	170·7	118·9	103·8
Residential building materials (4)		.....	283·9	289·4	262·1	†	†
Consumer Price Index (1949 = 100)		115·8	116·1	117·9	106·4	†	†
Production—							
Industrial production index (4)		.....	.....	207·8	210·6	194·4	120·7
Mineral production index (4)		.....	.....	169·8	162·1	104·1	120·0
Manufacturing index (4)		.....	.....	213·9	221·0	215·2	121·7
Pig iron	000 tons	.....	.....	223·5	208·3	147·0	87·8
Steel ingots and castings	000 tons	.....	.....	307·1	289·5	268·9	147·2
Inspected slaughtering, cattle	000	102·9	127·6	107·1	140·8	160·0	98·1
hogs	000	792·9	642·8	528·6	452·0	828·4	476·8
Flour production	000,000 bbls	.....	2·18	1·94	2·10	2·31	1·96
Newsprint (3)	000 tons	.....	463·4	471·7	456·7	256·8	288·7
Cement producers' shipments	000,000bbls	.....	.....	1·28	1·44	(6)0·56	(6)0·42
Automobiles and trucks	000	.....	31·3	29·5	30·3	14·0	16·8
Gold	000 fine oz	.....	.....	374·9	378·3	223·8	425·0
Copper	000 tons	.....	.....	22·1	23·4	21·9	26·4
Lead	000 tons	.....	.....	14·8	17·2	17·8	17·1
Nickel	000 tons	.....	.....	11·6	11·9	11·1	9·5
Zinc	000 tons	.....	.....	30·0	25·9	22·4	14·7
Coal	000 tons	.....	1,640	2,048	2,061	1,638	1,741
Crude petroleum	000,000 bbls.	.....	.....	4,106	3,191	856	730
Electric power	000,000 k.w.h	.....	5,221	4,938	4,458	3,440	2,602
Construction—							
Contracts awarded	$000,000	.....	153·0	157·9	161·3	18·9	12·7
Dwelling units started	000	.....	7·7	3·8	6·7	†	†
completed	000	.....	9·7	8·8	8·8	†	†
under construction	000	.....	57·2	50·4	67·8	†	†
Distribution—							
Wholesale sales index, unadjusted (4)		.....	362·6	364·4	†	†	†
Retail trade	$000,000	.....	977·0	906·1	831·8	†	†
Imports, excluding gold	$000,000	.....	363·2	325·7	327·9	141·6	84·6
Exports, excluding gold	$000,000	.....	385·9	379·5	292·7	312·5	97·2
Railways—							
Revenue freight, ton miles	000,000	.....	.....	5,828	5,222	5,597	3,371
cars loaded	000	.....	.....	366·9	369·1	328·0	248·3
Banking and Finance—							
Common stocks, index (4)		168·4	167·3	174·0	144·5	86·0	94·4
Preferred stocks, index (4)		.....	160·3	162·8	161·1	128·8	108·7
Bond yields, Dominion, index (4)		118·0	117·8	107·8	93·9	97·0	108·4
Cheques cashed, individual accounts	$000,000	.....	11,308	10,737	11,008	6,671	2,930
Bank loans, current public	$000,000	.....	.....	2,975	2,611	1,231	973
Money supply	$000,000	.....	.....	4,883	4,878	(5)3,153	(5)1,370
Circulating media in hands of public	$000,000	.....	.....	1,296	1,196	962	(5) 281
Deposits	$000,000	.....	.....	3,587	3,682	(5)2,163	(5)1,089

NOTE—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at Sept. 1, for 1952, June 1 for 1951, Sept. 1 for 1950, June 1, for 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at Nov. 22, 1952, Nov. 3, 1951 and Nov. 4, 1950. Estimates are based on 1951 census. Detailed figures will be found in tables A4-A7 of this issue

(2) Real earnings computed by dividing the Consumer Price Index into the average weekly earnings index base: average 1949 = 100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39 = 100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants.

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
Total, 1950	30,700	24,172	19,040	73,912
Total, 1951	95,818	53,239	45,334	194,391
1951—				
December	9,434	5,787	4,455	19,676
1952—				
January	6,453	3,958	2,720	13,131
February	4,666	3,306	2,997	10,969
March	8,751	5,307	4,585	18,643
April	9,097	5,554	4,846	19,497
May	8,819	5,639	5,390	19,848
June	6,398	5,028	4,543	15,969
July	6,124	5,522	5,041	16,687
August	4,313	3,935	3,037	11,285
September	3,190	3,373	2,704	9,267
October	3,273	4,462	3,205	10,940
November				
December				

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
December	381	6,071	9,697	2,266	1,261	19,676
1952—						
January	353	3,660	6,701	1,334	1,083	13,131
February	259	2,120	6,110	1,523	957	10,969
March	406	4,209	10,338	2,257	1,433	18,643
April	526	4,140	10,584	2,540	1,707	19,497
May	521	4,044	10,537	3,019	1,727	19,848
June	564	2,990	8,202	2,670	1,543	15,969
July	527	3,029	8,746	2,689	1,696	16,687
August	280	2,683	5,298	2,001	1,023	11,285
September	263	1,999	4,415	1,609	981	9,267
October	272	2,614	5,459	1,432	1,163	10,940
November						
December						

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Profes-sional	Trading	Female Domes-tics	Others	Total Workers
1951—									
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January	1,164	2,572	2,135	473	501	245	732	112	7,934
February	1,239	1,540	1,552	390	385	192	383	96	5,777
March	2,240	2,928	3,120	657	527	309	606	165	10,552
April	2,318	2,904	3,313	768	612	352	634	228	11,129
May	2,611	2,635	2,789	795	660	409	577	192	10,668
June	1,979	1,602	2,086	707	630	347	566	126	8,043
July	2,131	1,476	1,871	763	656	324	751	161	8,133
August	1,729	761	1,090	459	669	247	798	78	5,831
September	592	748	1,021	480	686	260	470	83	4,340
October	315	870	1,244	617	746	302	764	116	4,974
November									
December									

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	Nov. 22, 1852			Aug. 16, 1952		Nov. 3, 1951	
	Males	Females	Total	Males	Total	Males	Total
Civilian Non-Institutional Population	4,995	4,992	9,987	4,979	9,940	4,920	9,790
A. Labour Force	4,108	1,182	5,290	4,234	5,419	4,085	5,210
1. Persons with jobs	4,013	1,163	5,176	4,166	5,333	4,005	5,110
(1) Agricultural	756	39	795	913	1,007	825	875
Paid Workers	97	11	108	129	143	84	90
Employers	72	*	74	106	108	36	37
Own Account Workers	440	*	445	471	478	540	547
Unpaid Family Workers	147	21	168	207	278	165	201
(2) Non-Agricultural	3,257	1,124	4,381	3,253	4,326	3,180	4,235
Paid Workers	2,804	1,034	3,838	2,818	3,804	2,740	3,710
Employers	219	17	236	210	224	124	131
Own Account Workers	213	33	246	205	235	301	347
Unpaid Family Workers	21	40	61	20	63	15	47
2. Persons without jobs and seeking work	95	19	114	68	86	80	100
B. Not in the Labour Force	887	3,810	4,697	745	4,521	835	4,580
1. Permanently unable or too old to work	125	73	198	142	224	155	246
2. Keeping house	*	3,277	3,278	*	3,298	*	3,229
3. Going to school	356	324	680	*	*	343	656
4. Retired or voluntarily idle	392	126	518	577	951	330	435
5. Other	13	10	23	25	48	*	14

* Less than 10,000.

TABLE A-5.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age or over)

SOURCE: D.B.S. Labour Force Survey

Region	November 22, 1952		August 16, 1952	
	Number	Per Cent	Number	Per Cent
Newfoundland	95	1·8	100	1·9
Maritime Provinces	399	7·7	408	7·7
Quebec	1,474	28·5	1,494	28·0
Ontario	1,862	36·0	1,904	35·7
Prairie Provinces	910	17·6	983	18·4
British Columbia	436	8·4	444	8·3
CANADA	5,176	100·0	5,333	100·0

TABLE A-6.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agricultural		Non-Agricultural	
	Nov. 22 1952	Aug. 16 1952	Nov. 22 1952	Aug. 16 1952
0	1·9	0·6	2·6	8·7
1—14	2·3	3·9	1·6	0·9
15—24	2·4	2·9	2·8	2·1
25—34	2·5	2·4	2·8	2·8
35—44	13·6	6·2	55·2	50·4
45—54	32·2	16·7	26·3	25·6
55 hours and over	45·1	67·3	8·7	9·5
Total	100·0	100·0	100·0	100·0

TABLE A-7.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	November 22, 1952		August 16, 1952	
	Number	Per Cent	Number	Per Cent
Newfoundland	*	3·5	*	*
Maritime Provinces	13	11·4	*	*
Quebec	37	32·4	35	40·7
Ontario	31	27·2	22	25·6
Prairie Provinces	15	13·2	*	*
British Columbia	14	12·3	10	11·6
CANADA	114	100·0	86	100·0

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
*1951—January	62	248	47	188	162	27	734
February	63	250	46	189	161	25	734
March	59	256	46	193	172	26	752
April	59	262	53	198	171	27	770
May	66	265	60	203	177	27	798
June	71	271	65	210	179	28	824
July	70	272	68	211	179	30	830
August	72	275	72	213	179	29	840
September	75	280	74	216	182	29	856
October	80	279	73	217	187	30	866
November	82	279	71	221	190	30	873
December	80	285	64	221	187	29	866
*1952—January	78	277	59	213	190	30	847
February	80	283	59	214	194	29	859
March	74	288	62	215	195	30	864
April	63	289	67	219	195	30	863
May	69	290	73	225	199	30	886
June	70	290	79	229	202	31	901
July	71	293	88	231	204	31	918
August	78	303	87	232	199	31	930
September	79	310	89	234	200	32	944
October	82	311	86	236	204	33	952

* Includes Newfoundland, since 1949.

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C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers n the principal non-agricultural industries reported a total employment of 2,502,549.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
Nov. 1, 1951	186·4	182·6	158·4	186·2	178·0	193·9	178·4	157·7	211·3	197·9
Dec. 1, 1951	186·6	181·0	156·2	192·3	178·6	194·7	177·5	156·5	210·9	195·1
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
Apr. 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	188·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·6	205·4	163·6	186·0	182·1	200·7	183·0	162·4	230·7	206·3
Nov. 1, 1952	191·9	201·5	160·1	176·7	182·7	199·8	182·8	163·8	230·3	204·5
Percentage Distribution of Employees of Reporting Establishments at November 1, 1952	100·0	0·2	3·6	2·5	29·6	42·4	5·2	2·4	4·9	9·2

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
1951—Average	180·2	381·3	211·6	49.61	190·0	427·6	224.9	51.25
Nov. 1, 1951	186·4	413·4	222·1	52.05	190·8	451·4	236·5	53.89
Dec. 1, 1951	186·6	416·7	223·6	52.41	189·1	451·8	238·9	54.44
Jan. 1, 1952	181·0	388·8	215·1	50.42	183·6	417·8	227·4	51.82
Feb. 1, 1952	177·8	402·9	226·9	53.19	185·2	449·9	242·9	55.36
Mar. 1, 1952	178·0	409·0	230·2	53.95	187·3	458·0	244·5	55.73
Apr. 1, 1952	177·9	411·5	231·7	54.32	188·3	467·2	248·1	56.55
May 1, 1952	177·4	410·6	231·8	54.34	188·7	468·4	248·1	56.55
June 1, 1952	182·5	420·2	230·7	54.08	190·9	470·1	246·2	56.10
July 1, 1952	185·5	426·3	230·2	53.96	191·4	470·1	245·5	55.95
Aug. 1, 1952	188·8	433·3	229·9	53.89	194·1	474·6	244·4	55.71
Sept. 1, 1952	190·6	442·7	232·7	54.55	198·5	490·9	247·3	56.36
Oct. 1, 1952	192·6	452·2	235·2	55.12	200·8	503·0	250·5	57.09
Nov. 1, 1952	191·9	454·6	237·3	55.63	199·4	504·1	252·8	57.61

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Nov. 1 1952	Oct. 1 1952	Nov. 1 1951	Nov. 1 1952	Oct. 1 1952	Nov. 1 1951	Nov. 1 1952	Oct. 1 1952	Nov. 1 1951
							$	$	$
(a) PROVINCES									
Prince Edward Island	201·5	205·4	182·6	429·6	427·6	356·3	42.44	41.43	38.82
Nova Scotia	160·1	163·6	158·4	347·1	353·1	324·7	46.45	46.23	43.95
New Brunswick	176·7	186·0	186·2	403·7	422·7	422·6	46.47	46.21	46.02
Quebec	182·7	182·1	178·0	454·1	448·6	414·4	52.92	52.43	49.54
Ontario	199·8	200·7	193·9	472·8	469·4	428·8	58.00	57.33	54.18
Manitoba	182·8	183·0	178·4	372·6	372·0	349·0	52.41	52.27	50.30
Saskatchewan	163·8	162·4	157·7	348·8	349·0	315·5	51.58	52.04	48.38
Alberta	230·3	230·7	211·3	516·1	510·3	441·6	57.00	56.27	53.16
British Columbia	204·5	206·3	197·9	486·4	488·5	433·6	61.85	61.55	56.97
CANADA	**191·9**	**192·6**	**186·4**	**454·6**	**452·2**	**413·4**	**55.63**	**55.12**	**52.05**
(b) METROPOLITAN AREAS									
Sydney	112·4	114·4	109·8	291·9	300·8	274·4	58.05	58.78	55.87
Halifax	226·6	222·2	214·8	428·7	424·1	381·1	44.30	44.71	41.55
Saint John	168·6	173·7	171·3	343·0	356·8	343·3	43.58	44.00	42.97
Quebec	168·0	168·3	158·2	412·9	413·6	357·6	45.77	45.78	42.11
Sherbrooke	173·0	173·4	174·8	417·5	409·2	382·9	46.89	45.84	42.50
Three Rivers	174·0	178·0	186·3	445·7	451·6	467·0	51.25	50.75	50.15
Drummondville	178·7	176·1	201·7	470·6	461·9	518·1	50.41	50.22	49.11
Montreal	187·6	186·9	178·6	442·8	436·8	392·3	53.94	53.46	50.18
Ottawa—Hull	193·4	192·0	194·6	417·0	408·8	394·5	49.94	49.30	47.02
Peterborough	197·3	196·4	207·1	551·4	544·4	561·2	58.95	58.48	57.10
Oshawa	280·3	282·9	253·6	784·8	814·2	683·5	66.10	67.96	63.78
Niagara Falls	310·2	331·0	270·4	853·6	866·2	660·5	66.38	63.14	58.98
St. Catharines	249·0	252·9	244·0	677·9	678·1	631·4	66.79	65.77	63.44
Toronto	207·8	204·8	197·4	481·5	469·1	426·8	58.56	57.87	54.35
Hamilton	205·1	207·2	201·5	514·9	515·5	463·9	60.72	60.17	55.80
Brantford	203·9	211·6	208·3	560·5	571·6	549·0	57.08	56.08	54.78
Galt	166·1	160·8	151·2	428·3	411·3	361·8	52.89	52.47	49.00
Kitchener	185·6	179·6	178·0	469·9	457·1	418·6	53.68	53.97	49.95
Sudbury	183·3	183·7	180·5	427·7	424·6	382·2	70.06	69.39	63.73
London	202·4	200·9	192·0	455·8	452·1	409·6	53.28	53.26	50.54
Sarnia	344·5	342·9	295·7	843·5	848·6	613·7	67.87	68.60	66.81
Windsor	228·4	232·1	211·4	512·9	533·3	449·0	62.59	64.04	59.22
Sault Ste. Marie	258·4	251·8	226·2	634·6	616·0	514·1	65.15	64.90	60.46
Ft. William—Pt. Arthur	239·3	245·3	236·0	548·0	552·7	527·9	58.35	57.40	56.86
Winnipeg	182·2	179·4	174·8	373·5	366·7	339·4	50.02	49.87	47.33
Regina	189·5	179·6	174·4	406·9	388·0	352·0	48.82	49.11	45.72
Saskatoon	208·3	206·8	199·5	449·5	447·5	395·7	47.80	47.93	44.02
Edmonton	301·7	296·3	259·8	707·0	692·5	552·0	55.10	54.96	49.96
Calgary	234·1	233·6	220·1	489·5	485·7	430·5	53.81	53.52	50.47
Vancouver	206·4	206·7	203·9	470·8	473·5	432·4	57.20	57.45	53.13
Victoria	228·0	229·9	226·3	525·3	519·9	482·9	55.22	54.19	51.21
(c) INDUSTRIES									
Forestry (chiefly logging)	215·6	185·0	262·3	710·7	604·8	820·3	57.06	56.61	54.14
Mining	125·4	126·4	121·4	295·8	295·2	264·7	68.06	67.41	62.74
Manufacturing	199·4	200·8	190·8	504·1	503·0	451·4	57.61	57.09	53.89
Durable Goods[1]	254·5	254·8	238·4	652·9	649·0	569·5	62.32	61.89	58.04
Non-Durable Goods	163·8	165·9	160·0	397·2	398·2	366·0	52.89	52.33	49.87
Construction	212·7	223·4	203·1	663·8	682·8	559·0	58.67	57.45	51.60
Transportation, storage, communication	188·1	190·8	186·4	379·2	381·7	360·5	57.67	57.23	55.35
Public utility operation	199·6	201·3	190·7	433·5	424·9	377·9	63.98	62.18	58.47
Trade	185·5	181·7	176·7	395·7	387·1	358·1	46.60	46.53	44.34
Finance, insurance and real estate	181·4	181·3	176·4	310·6	308·6	289·6	49.81	49.54	47.72
Service[2]	188·5	193·4	183·2	396·6	400·8	363·7	35.22	34.69	32.59
Industrial composite	191·9	192·6	186·4	454·6	452·2	413·4	55.63	55.12	52.05

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

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TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42.8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84.0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
Nov. 1, 1951	41·8	123·5	51.62	42·1	133·3	56.12	41·5	113·0	46.90
Dec. 1, 1951	41·9	124·5	52.17	42·2	134·6	56.80	41·6	113·5	47.22
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	130·9	55·11	42·1	142·5	59.99	42·0	118·2	49.64
Dec. 1, 1952									

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1952	Oct. 1, 1952	Nov. 1, 1951	Nov. 1, 1952	Oct. 1, 1952	Nov. 1, 1951
Newfoundland	42·6	44·6	44·3	123·7	122·8	121·6
Nova Scotia	41·1	41·3	42·5	113·3	113·1	105·6
New Brunswick	42·7	43·3	43·7	113·7	113·2	110·5
Quebec	44·1	43·9	43·3	117·0	116·0	111·1
Ontario	41·5	41·7	41·3	139·1	137·6	130·4
Manitoba	41·1	40·6	41·4	124·6	124·6	119·4
Saskatchewan	41·1	41·1	41·1	132·6	133·4	125·4
Alberta	40·9	39·6	41·3	132·9	131·9	123·2
British Columbia	38·4	38·8	38·2	159·4	158·3	150·5
Montreal	42·8	42·6	42·3	123·0	121·9	115·1
Toronto	41·6	41·3	40·9	138·1	137·5	129·3
Hamilton	40·3	40·3	39·5	153·1	151·8	142·0
Windsor	37·1	39·1	39·3	162·8	161·1	145·8
Winnipeg	40·8	40·4	40·9	122·8	122·8	118·2
Vancouver	38·0	38·3	37·7	155·7	156·3	149·4

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov.1 1952	Oct. 1 1952	Nov.1 1951	Nov.1 1952	Oct. 1 1952	Nov.1 1951	Nov.1 1952	Oct. 1 1952	Nov.1 1951
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**43·4**	**43·3**	**43·5**	**150·5**	**149·8**	**138·3**	**65.32**	**64.86**	**60.16**
Metal mining	44·9	44·6	43·7	151·5	151·4	140·4	68.02	67.52	61.35
Gold	46·3	45·7	45·7	130·7	130·5	124·6	60.51	59.64	56.94
Other metal	44·1	43·8	42·3	165·1	164·2	152·9	72.81	71.92	64.68
Fuels	40·5	40·5	41·7	155·2	153·8	142·7	62.86	62.29	59.51
Coal	39·6	39·7	41·2	153·8	151·8	138·7	60.90	60.26	57.14
Oil and natural gas	43·5	43·5	43·3	159·9	160·8	157·1	69.56	69.95	68.02
Non-metal	43·4	43·9	47·1	137·0	137·3	120·9	59.46	60.27	56.94
Manufacturing	**42·1**	**42·1**	**41·8**	**130·9**	**129·9**	**123·5**	**55.11**	**54.69**	**51.62**
Food and beverages	41·9	42·2	42·7	111·6	107·9	102·8	46.76	45.53	43.90
Meat products	41·0	40·4	41·9	143·7	141·7	135·7	58.92	57.25	56.86
Canned and preserved fruits and vegetables	37·4	42·6	38·9	91·7	89·6	84·1	34.30	38.17	32.71
Grain mill products	43·8	44·5	45·2	122·6	122·1	115·8	53.70	54.33	52.34
Bread and other bakery products	44·2	44·5	44·6	99·6	99·3	94·0	44.02	44.19	41.92
Distilled and malt liquors	42·4	41·4	41·8	138·5	139·4	124·2	58.72	57.71	51.92
Tobacco and tobacco products	40·7	40·4	41·5	126·0	128·9	125·9	51.28	52.08	52.25
Rubber products	42·5	42·5	41·6	133·3	131·9	131·9	56.65	56.06	54.87
Leather products	40·8	41·2	37·1	94·6	93·4	88·7	38.60	38.48	32.91
Boots and shoes (except rubber)	39·6	40·7	35·4	90·9	89·9	85·2	36.00	36.59	30.16
Textile products (except clothing)	43·1	42·8	40·0	105·7	104·8	100·4	45.56	44.85	40.16
Cotton yarn and broad woven goods	41·2	40·7	37·1	109·3	106·7	101·2	45.03	43.43	37.55
Woollen goods	44·1	44·1	42·8	99·7	99·9	95·5	43.97	44.06	40.87
Rayon, nylon and silk textiles	45·4	45·1	42·5	106·5	106·8	104·3	48.35	48.17	44.33
Clothing (textile and fur)	39·9	39·9	36·8	92·6	92·3	89·3	36.95	36.83	32.86
Men's clothing	40·1	40·0	34·9	91·3	90·3	86·5	36.61	36.12	30.19
Women's clothing	36·6	37·3	34·8	95·9	97·7	91·4	35.10	36.44	31.81
Knit goods	41·7	41·3	39·9	93·5	93·2	90·3	38.99	38.49	36.03
*Wood products	43·0	43·1	42·2	119·0	118·3	112·4	51.17	50.99	47.43
Saw and planing mills	42·2	42·3	41·1	127·7	126·4	120·9	53.89	53.47	49.69
Furniture	44·5	44·4	43·3	106·6	106·1	100·9	47.44	47.11	43.69
Other wood products	44·1	44·4	43·6	102·7	102·1	94·5	45.29	45.33	41.20
Paper products	44·8	45·0	46·7	142·6	142·2	137·7	63.88	63.99	64.31
Pulp and paper mills	45·5	45·7	48·0	151·6	150·4	147·1	68.98	68.73	70.61
Other paper products	42·8	42·9	42·6	114·7	115·7	106·2	49.09	49.64	45.24
Printing, publishing and allied industries	40·1	39·8	40·4	151·2	151·2	136·4	60.63	60.18	55.11
*Iron and steel products	42·3	42·2	42·4	147·5	147·2	138·1	62.39	62.12	58.55
Agricultural implements	38·0	38·1	38·9	155·9	158·5	151·5	59.24	60.39	58.93
Fabricated and structural steel	43·0	43·5	44·6	157·3	156·4	141·4	67.64	68.03	63.06
Hardware and tools	43·2	42·8	42·9	133·8	133·1	124·7	57.80	56.97	53.50
Heating and cooking appliances	44·2	43·7	40·2	129·0	129·1	121·0	57.02	56.42	48.64
Iron castings	43·3	42·9	43·0	146·8	145·3	135·7	63.56	62.33	58.35
Machinery mfg.	43·3	43·0	44·1	138·4	136·9	131·3	59.93	58.87	57.90
Primary iron and steel	41·2	41·3	41·7	162·9	161·5	151·8	67.11	66.70	63.30
Sheet metal products	41·4	42·7	41·2	138·4	141·9	130·0	57.30	60.59	53.56
*Transportation equipment	41·2	41·6	41·7	150·9	149·3	140·1	62.17	62.11	58.42
Aircraft and parts	46·2	45·4	45·3	157·1	150·8	134·3	72.58	68.46	60.84
Motor vehicles	37·6	40·0	40·2	166·9	166·0	149·8	62.75	66.40	60.22
Motor vehicles parts and accessories	40·9	41·6	41·1	155·2	155·5	146·4	63.48	64.69	60.17
Railroad and rolling stock equipment	39·5	39·4	40·5	141·5	141·2	139·2	55.89	55.63	56.38
Shipbuilding and repairing	42·7	42·7	43·5	140·2	138·7	132·1	59.87	59.22	57.46
*Non-ferrous metal products	42·0	41·9	41·7	150·0	149·7	137·8	63.00	62.72	57.46
Aluminum products	42·6	43·6	41·7	139·1	139·5	126·2	59.26	60.82	52.63
Brass and copper products	42·9	43·0	43·1	138·0	137·8	127·2	59.20	59.25	54.82
Smelting and refining	41·3	41·1	41·1	165·2	164·1	153·7	68.23	67.45	63.17
*Electrical apparatus and supplies	41·9	42·2	41·5	141·4	141·5	134·6	59.25	59.71	55.86
Heavy electrical machinery and equipment	41·4	41·9	41·3	166·5	165·8	155·3	68.93	69.47	64.14
*Non-metallic mineral products	44·7	44·1	44·9	130·5	129·4	123·3	58.33	57.07	55.36
Clay products	45·3	44·3	45·7	122·7	122·5	116·4	55.58	54.27	53.19
Glass and glass products	46·1	45·1	45·7	126·2	126·2	120·6	58.18	56.92	55.11
Products of petroleum and coal	41·5	41·4	41·4	177·4	176·4	163·0	73.62	73.03	67.48
Chemical products	42·1	42·0	42·8	133·9	133·9	124·7	56.37	56.24	53.37
Medicinal and pharmaceutical preparations	41·8	41·5	41·9	107·7	108·6	100·2	45.02	45.07	41.98
Acids, alkalis and salts	41·9	41·6	43·3	153·2	153·9	142·2	64.19	64.02	61.57
Miscellaneous manufacturing industries	42·0	41·5	42·0	104·6	104·1	99·1	43.93	43.20	41.62
*Durable goods	42·1	42·2	42·1	142·5	141·8	133·3	59.99	59.84	56.12
Non-durable goods	42·0	42·0	41·5	118·2	117·0	113·0	49.64	49.14	46.90
Construction	43·3	43·2	41·5	135·1	134·0	123·9	58.50	57.89	51.42
Buildings and structures	42·1	42·5	40·7	148·2	147·3	134·9	62.39	62.60	54.90
Highways, bridges and streets	44·1	43·2	42·7	105·5	104·6	98·1	46.53	45.19	41.89
Electric and motor transportation	45·3	45·5	45·4	131·9	131·5	120·5	59.75	59.83	54.71
Service	42·4	42·7	42·4	75·8	75·2	71·2	32.14	32.11	30.19
Hotels and restaurants	43·2	43·6	43·3	75·1	74·3	70·7	32.44	32.39	30.61
Laundries and dry cleaning plants	41·6	41·3	41·0	73·7	73·4	69·1	30.66	30.31	28.33

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38·53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Week Preceding:						
November 1, 1951	41·8	123·5	51.62	123·8	117·9	105·0
December 1, 1951	41·9	124·5	52.17	125·1	118·1	105·9
January 1, 1952	41·7*	127·1	53.01*	127·1	118·2	107·5
February 1, 1952	41·6	127·1	52.87	126·8	117·6	107·8
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952(1)	42·1	130·9	55·11	132·1	116·1	113·8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38·1 hours, $48.43.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1947	54,742	35,987	90,729	135,956	28,221	164,177
January 1, 1948	23,515	17,151	40,666	111,304	31,108	142,412
January 1, 1949	11,996	13,063	25,059	150,474	36,185	186,659
January 1, 1950	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952(1)	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953(1)	12,051	12,143	24,194	254,660	60,901	315,561

(*) Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 29, 1952 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From Oct. 31, 1952	Change From Nov. 29, 1951
Agriculture, fishing, trapping	**377**	**141**	**518**	**— 318**	**— 313**
Logging	**1,796**	**6**	**1,802**	**— 3,804**	**— 12,991**
Pulpwood	1,616	2	1,618	— 3,718	— 11,394
Lumber	171	2	173	— 40	— 1,505
Other logging	9	2	11	— 46	— 92
Mining	**397**	**18**	**415**	**— 203**	**— 552**
Coal	134	2	136	— 87	— 319
Metallic ores—					
Iron	73	4	77	— 21	+ 1
Gold	41	2	43	— 45	— 152
Nickel	6	1	7	— 21	— 50
Other metallic ores and non-metallic minerals	69	7	76	— 1	— 13
Prospecting and oil producing	74	2	76	— 28	— 19
Manufacturing	**4,161**	**3,485**	**7,646**	**— 2,127**	**+ 1,629**
Food and kindred products (inc. tobacco)	317	463	780	— 275	+ 343
Textiles, apparel, etc.	343	2,045	2,388	— 743	+ 1,354
Lumber and finished lumber products	296	50	346	— 224	— 330
Pulp and paper products (inc. printing)	220	177	397	— 85	+ 98
Chemicals and allied products	159	74	233	— 28	— 182
Petroleum and coal products	18	6	24	— 14	+ 7
Rubber products	36	15	51	— 8	+ 6
Leather and leather products	162	238	400	— 28	+ 269
Stone, clay and glass products	86	33	119	— 28	+ 63
Iron and steel and products	471	50	521	— 118	— 407
Non-ferrous metals and products	145	42	187	— 82	+ 36
Machinery	463	33	496	— 156	— 128
Electrical equipment and products	352	86	438	— 96	+ 189
Transportation equipment and other manufacturing	1,093	173	1,266	— 242	+ 311
Construction	**1,611**	**47**	**1,658**	**— 1,983**	**— 675**
Transportation and storage	**700**	**84**	**784**	**— 119**	**+ 72**
Communications, and other public utilities	**563**	**190**	**753**	**+ 81**	**+ 281**
Trade	**2,169**	**3,580**	**5,749**	**— 747**	**+ 2,110**
Wholesale	692	379	1,071	— 245	+ 339
Retail	1,477	3,201	4,678	— 502	+ 1,771
Finance, insurance, real estate	**723**	**635**	**1,358**	**— 33**	**+ 189**
Service	**7,383**	**7,323**	**14,706**	**+ 3,304**	**+ 6,611**
Public	5,902	909	6,811	+ 5,179	+ 4,234
Domestic	56	3,069	3,125	— 558	+ 864
Personal	748	2,978	3,726	— 1,169	+ 1,205
Other service	677	367	1,044	— 148	+ 308
All Industries	**19,880**	**15,509**	**35,389**	**— 5,949**	**— 3,639**

[1] Preliminary—subject to revision.
Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT NOVEMBER 27, 1952 (1)

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,141	703	1,844	3,040	892	3,932
Clerical workers	6,293	3,475	9,768	6,232	12,815	19,047
Sales workers	1,453	2,409	3,862	3,022	6,267	9,289
Personal and domestic service workers	639	5,406	6,045	13,959	10,320	24,279
Seamen	25	.....	25	1,543	29	1,572
Agriculture and fishing	343	13	356	1,436	575	2,011
Skilled and semiskilled workers	7,694	2,479	10,173	54,427	10,508	64,935
Food and kindred products (inc. tobacco)	98	112	210	841	538	1,379
Textiles, clothing, etc.	198	1,814	2,012	1,979	6,267	8,246
Lumber and wood products	2,023	3	2,026	5,811	76	5,887
Pulp, paper (inc. printing)	46	7	53	682	365	1,047
Leather and leather products	108	156	264	640	475	1,115
Stone, clay and glass products	17	.....	17	222	33	255
Metalworking	1,615	35	1,650	5,060	416	5,476
Electrical	291	26	317	631	229	860
Transportation equipment	70	.....	70	496	99	595
Mining	156	.....	156	921	1	922
Construction	920	.....	920	16,134	3	16,137
Transportation (except seamen)	611	17	628	8,816	38	8,854
Communications and public utility	47	1	48	271	4	275
Trade and service	162	152	314	1,463	923	2,386
Other skilled and semiskilled	1,169	103	1,272	7,188	816	8,004
Foremen	39	13	52	1,430	167	1,597
Apprentices	124	40	164	1,842	58	1,900
Unskilled workers	1,956	1,253	3,209	59,129	10,319	69,448
Food and tobacco	112	324	436	1,530	2,682	4,212
Lumber and lumber products	107	3	110	3,334	183	3,517
Metalworking	112	15	127	2,468	313	2,781
Construction	350	.....	350	10,581	.....	10,581
Other unskilled workers	1,275	911	2,186	41,216	7,141	48,357
Total	**19,544**	**15,738**	**35,282**	**142,788**	**51,725**	**194,513**

(1) Preliminary—subject to revision.
(*) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1952; LIVE APPLICATIONS AT DECEMBER 31, 1952

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31, 1952
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**977**	**243**	**838**	**29**	**2,282**	**2,430**	**258**	**214**	**10**	**18**	**3,380**	**7,478**
Corner Brook	854	28	751	9	351	216	29	25	.....	.....	407	801
Grand Falls	13	35	14	6	307	237	24	21	.....	3	401	453
St. John's	110	180	73	14	1,624	1,977	205	168	10	15	2,572	6,224
Prince Edward Island	**208**	**794**	**164**	**1**	**716**	**1,481**	**849**	**303**	**445**	**1**	**1,169**	**2,157**
Charlottetown	165	335	144	1	481	770	394	133	181	.....	758	1,313
Summerside	43	459	20	.....	235	711	455	170	264	1	411	844
Nova Scotia	**2,253**	**3,359**	**2,123**	**8**	**8,225**	**9,116**	**4,444**	**2,166**	**771**	**34**	**10,801**	**14,898**
Amherst	1	233	.....	.....	319	491	242	132	101	5	450	706
Bridgewater	36	56	34	.....	406	288	54	27	13	.....	441	969
Halifax	1,885	1,714	1,703	4	2,531	3,324	2,638	1,109	445	9	3,123	3,116
Inverness	2	18	.....	.....	196	119	22	19	.....	1	251	442
Kentville	127	183	86	.....	407	666	244	147	5	1	729	1,558
Liverpool	9	23	26	.....	195	192	20	4	.....	17	244	349
New Glasgow	64	488	117	1	1,051	821	508	388	27	.....	1,024	1,797
Springhill	2	29	2	3	329	233	28	24	.....	.....	429	507
Sydney	74	454	82	.....	1,578	1,865	492	240	161	.....	2,354	3,102
Truro	48	136	64	.....	464	490	155	62	12	1	632	802
Yarmouth–Shelburne	5	25	9	.....	749	627	41	14	7	.....	1,124	1,550
New Brunswick	**909**	**2,827**	**925**	**31**	**8,098**	**9,308**	**3,041**	**1,795**	**401**	**44**	**11,346**	**17,381**
Bathurst	13	38	26	.....	475	788	33	16	4	6	1,081	2,055
Campbellton	43	99	57	1	472	546	92	55	13	2	685	1,355
Edmundston	37	155	32	.....	300	477	167	93	11	19	535	990
Fredericton	113	188	87	.....	463	803	161	75	48	2	656	1,243
Minto	47	98	29	.....	264	367	139	80	2	.....	351	472
Moncton	258	969	350	25	2,049	2,500	1,031	501	213	3	2,739	5,031
Newcastle	17	57	3	.....	487	606	79	65	.....	1	849	1,442
Saint John	339	1,064	317	4	2,395	2,203	1,157	802	86	10	2,713	2,524
St. Stephen	10	72	11	.....	772	596	82	49	17	1	1,122	1,411
Sussex	3	43	7	.....	281	151	42	36	3	.....	305	323
Woodstock	29	44	6	1	140	271	58	23	4	.....	310	535
Quebec	**14,087**	**22,855**	**8,775**	**717**	**47,008**	**59,260**	**25,640**	**15,278**	**2,181**	**870**	**64,076**	**105,163**
Asbestos	100	78	66	9	218	299	89	77	2	1	277	409
Beauharnois	15	86	52	2	327	284	83	30	.....	.....	444	703
Buckingham	7	86	18	1	320	418	103	56	8	12	576	866
Causapscal	179	187	39	1	180	532	290	260	2	20	360	791

Chandler	1	3	2	.....	223	332	43	1	.....	23	428	1,282
Chicoutimi	651	374	206	124	411	825	406	271	12	8	672	1,036
Dolbeau	25	34	2	.....	139	302	39	22	.....	.....	344	672
Drummondville	40	192	20	1	1,270	868	241	146	8	24	1,406	2,022
Farnham	34	58	36	.....	291	294	66	40	1	.....	410	562
Gaspé	102	120	66	40	136	339	93	31	.....	.....	308	836
Granby	122	212	121	3	670	684	264	146	12	2	688	1728
Hull	138	236	142	3	863	1,378	230	152	8	13	1,355	2,108
Joliette	133	186	103	5	843	743	173	99	9	11	1,167	2,046
Jonquière	90	273	55	2	634	1,135	405	208	11	52	1,015	1,650
Lachute	15	97	14	1	466	235	74	51	7	.....	483	682
La Malbaie	100	76	9	.....	237	430	95	90	.....	.....	500	1,436
La Tuque	1,855	402	331	379	277	556	189	163	.....	2	362	663
Levis	207	168	170	1	796	881	202	153	3	3	1,183	2,230
Maniwaki	16	1	2	.....	75	101	2	.....	.....	.....	141	287
Matane	167	50	4	.....	131	281	54	33	1	1	303	876
Megantic	13	117	18	.....	220	569	134	91	5	8	568	767
Mont Laurier	28	30	6	1	88	254	61	15	5	1	239	383
Montmagny	18	47	8	1	305	389	80	37	4	3	487	1,355
Montreal	5,801	12,653	4,883	31	18,077	22,947	13,283	8,001	1,334	271	22,648	32,911
New Richmond	2	57	1	1	176	282	78	46	.....	42	305	928
Port Alfred	10	57	3	7	261	385	31	19	.....	6	522	993
Quebec	784	1,615	555	.....	5,504	6,111	2,384	1,054	179	30	7,100	10,708
Rimouski	1,116	104	151	15	335	1,196	525	483	.....	5	848	1,801
Rivière-du-Loup	14	87	7	.....	523	796	101	89	.....	7	1,023	2,182
Roberval	74	30	29	.....	146	178	29	17	.....	2	187	417
Rouyn	82	301	73	1	544	887	324	174	38	24	842	1,264
Ste. Agathe	18	104	13	3	232	302	132	76	11	.....	353	589
Ste. Anne de Bellevue	22	108	20	.....	237	360	105	93	1	.....	339	674
Ste. Therese	75	177	45	7	365	488	193	158	1	.....	489	927
St. Georges Est	361	693	398	.....	573	1,012	622	480	19	6	900	1,456
St. Hyacinthe	148	349	139	7	813	805	430	273	59	12	1,057	2,513
St. Jean	115	285	86	3	537	799	382	199	17	3	683	1,077
St. Jérôme	23	153	26	.....	387	701	162	106	6	6	667	2,061
St. Joseph d'Alma	248	127	34	4	559	663	118	93	5	8	866	1,611
Sept Iles	129	241	24	38	74	410	235	231	.....	.....	132	401
Shawinigan Falls	36	222	40	.....	1,324	1,337	273	145	9	60	1,945	2,728
Sherbrooke	273	843	228	18	1,893	2,150	876	497	162	4	2,353	3,158
Sorel	213	293	128	2	541	566	271	69	119	9	749	1,655
Thetford Mines	114	171	81	.....	506	732	204	109	10	4	721	1,030
Three Rivers	113	343	104	3	2,200	1,910	629	231	55	109	3,113	5,040
Val d'Or	152	154	80	3	498	791	266	110	22	68	810	1,158
Valleyfield	80	270	52	.....	993	679	277	183	6	8	978	1,309
Victoriaville	28	305	65	.....	590	644	294	170	30	2	730	1,182
Ontario	**12,694**	**34,548**	**11,208**	**901**	**48,672**	**75,040**	**42,331**	**20,857**	**4,923**	**874**	**63,871**	**83,740**
Arnprior	17	146	19	1	83	194	162	137	5	.....	117	273
Barrie	91	287	72	2	299	619	322	219	15	3	406	654
Belleville	59	230	51	.....	421	539	220	111	29	2	496	764
Bracebridge	49	113	3	14	202	315	145	105	1	3	339	606
Brampton	48	105	31	4	143	207	113	89	4	3	178	220
Brantford	91	421	76	2	1,704	1,433	558	323	31	28	1,784	1,898
Brockville	15	136	16	.....	154	329	153	111	13	16	214	251
Carleton Place	4	29	6	.....	143	85	33	25	.....	.....	161	289
Chatham	276	322	169	.....	523	951	282	146	54	3	880	1,270
Cobourg	33	104	7	5	161	262	164	110	7	.....	263	350

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1952; LIVE APPLICATIONS AT DECEMBER 31, 1952

Office	(1)Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31,1952
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded												
Collingwood	11	204	7	1	669	264	197	171	21	.....	617	928
Conrwall	58	502	76	1	916	1,067	558	347	108	24	1,178	2,540
Fort Erie	18	18	7	.....	338	138	20	15	.....	.....	389	431
Fort Frances	52	35	35	4	128	204	36	32	.....	.....	254	272
Fort William	31	564	63	33	803	1,146	560	392	72	40	1,037	1,486
Galt	178	381	184	10	300	447	393	226	24	2	287	367
Gananoque	11	55	2	.....	108	155	57	10	33	1	181	198
Goderich	47	121	37	20	91	146	95	60	8	1	141	310
Guelph	174	279	111	5	396	623	453	223	17	10	412	458
Hamilton	615	1,895	397	88	4,347	5,562	2,354	1,068	591	10	4,891	7,125
Hawkesbury	24	71	44	2	436	284	82	18	12	2	516	847
Ingersoll	41	377	90	.....	163	437	355	244	53	7	180	327
Kapuskasing	56	96	47	1	400	488	105	69	3	15	550	519
Kenora	26	22	13	.....	266	244	23	18	.....	.....	426	413
Kingston	188	447	109	.....	499	991	697	357	61	3	673	764
Kirkland Lake	43	132	31	1	301	581	179	110	7	22	489	680
Kitchener—Waterloo	219	526	165	.....	440	1,029	748	453	36	4	627	3,022
Leamington	37	74	19	.....	482	484	82	37	19	3	529	567
Lindsay	47	79	35	.....	130	298	85	31	15	1	303	347
Listowel	24	35	25	.....	121	138	64	20	4	3	166	241
London	802	2,154	1,243	.....	1,529	3,516	2,124	953	354	22	2,214	3,523
Midland	14	100	11	.....	457	490	115	80	14	11	625	1,200
Napanee	9	24	10	.....	124	216	24	17	3	1	235	423
New Toronto	149	728	123	23	620	1,142	818	581	10	30	710	923
Niagara Falls	51	462	43	.....	688	1,254	506	351	61	3	943	867
North Bay	79	598	29	.....	470	1,167	640	369	209	6	719	1,122
Orillia	19	234	14	1	291	524	276	183	36	6	407	669
Oshawa	115	483	93	7	1,255	1,513	529	291	91	2	1,713	2,053
Ottawa	973	1,689	832	.....	1,831	3,479	1,771	927	228	39	2,155	2,652
Owen Sound	75	284	103	.....	413	691	479	155	55	24	603	1,392
Parry Sound	.....	26	.....	.....	91	160	30	22	.....	7	188	369
Pembroke	112	414	70	.....	344	966	470	239	113	6	545	672
Perth	47	64	29	5	162	174	70	38	23	3	233	345
Peterborough	52	202	54	1	978	1,114	290	170	4	3	1,314	1,567
Picton	3	85	4	.....	120	231	95	61	12	.....	208	403
Port Arthur	75	375	61	14	959	1,649	427	236	50	58	1,745	2,262
Port Colborne	17	58	22	.....	262	271	63	34	4	.....	307	566
Prescott	27	252	26	68	129	515	190	178	.....	.....	275	273
Renfrew	12	139	9	.....	145	276	142	103	31	2	218	341
St. Catharines	139	485	117	7	1,209	1,434	649	326	63	8	1,565	1,882
St. Thomas	95	112	44	1	467	365	201	91	18	1	462	577

Sarnia	58	321	41	4	533	858	404	240	27	3	787	1,209
Sault Ste. Marie	90	424	87	.....	443	740	481	276	50	.....	598	870
Simcoe	184	155	159	11	359	366	194	92	12	1	425	581
Sioux Lookout	7	56	5	1	83	133	54	43	3	.....	134	129
Smiths Falls	20	74	17	.....	126	227	84	53	11	2	220	343
Stratford	50	207	44	.....	306	420	265	101	42	1	381	677
Sturgeon Falls	50	92	51	3	559	529	154	68	14	.....	663	913
Sudbury	40	578	87	.....	871	1,444	599	337	120	26	1,348	2,064
Timmins	49	306	58	1	644	937	500	197	58	47	960	1,121
Toronto	6,014	11,321	4,900	377	10,812	20,777	15,631	5,720	1,573	309	15,983	15,561
Trenton	54	205	84	.....	288	903	231	147	1	1	624	716
Walkerton	33	160	17	2	135	310	207	158	.....	7	209	354
Wallaceburg	10	190	11	1	196	507	207	117	62	1	352	601
Welland	65	294	41	11	716	966	459	239	46	20	836	1,214
Weston	254	582	343	168	299	771	370	280	.....	15	407	430
Windsor	184	2,654	327	1	4,390	3,989	3,104	2,014	263	3	3,605	4,129
Woodstock	84	155	52	.....	201	356	183	93	29	.....	268	330
Manitoba	**2,821**	**6,892**	**3,919**	**26**	**8,871**	**12,862**	**6,873**	**2,487**	**1,386**	**48**	**11,989**	**15,536**
Brandon	246	508	339	4	506	806	371	225	40	7	631	1,094
Dauphin	65	83	14	5	289	440	113	70	14	3	389	672
Flin Flon	108	88	80	.....	134	268	74	36	17	2	203	128
Portage la Prairie	57	172	52	3	284	512	192	94	15	.....	460	640
The Pas	29	46	24	7	57	70	21	18	.....	.....	77	95
Winnipeg	2,316	5,995	3,410	7	7,601	10,766	6,102	2,044	1,300	36	10,229	12,907
Saskatchewan	**2,076**	**3,023**	**1,399**	**41**	**2,906**	**6,786**	**3,279**	**1,852**	**640**	**27**	**4,664**	**8,474**
Estevan	33	74	22	.....	66	169	105	60	5	2	132	218
Moose Jaw	234	361	112	29	327	890	415	249	37	2	530	962
North Battleford	112	97	73	.....	153	235	104	81	.....	1	268	590
Prince Albert	54	179	59	2	415	906	209	115	31	2	762	1,060
Regina	518	1,158	383	1	678	1,708	1,162	594	347	15	948	1,928
Saskatoon	396	796	186	2	876	1,956	886	485	185	2	1,311	2,032
Swift Current	191	123	101	.....	105	261	169	113	10	1	169	465
Teachers Office (Prov. of Sask.)	388	5	365	.....	9	.....	.....	.....	.....	.....	6	6
Weyburn	66	110	44	7	74	177	114	85	1	1	103	222
Yorkton	84	120	54	.....	203	484	115	70	24	1	435	991
Alberta	**3,323**	**7,122**	**2,248**	**267**	**5,425**	**13,685**	**8,277**	**4,553**	**1,285**	**263**	**8,420**	**11,441**
Blairmore	100	81	73	7	140	144	82	72	10	.....	166	300
Calgary	994	2,369	556	18	2,040	5,008	2,936	1,404	606	58	2,954	3,552
Drumheller	37	137	22	15	118	179	134	124	.....	.....	141	187
Edmonton	1,460	3,167	1,014	9	2,258	5,982	3,875	2,138	628	168	3,574	4,745
Edson	153	495	123	122	83	616	527	376	.....	.....	143	150
Lethbridge	336	369	219	9	467	1,086	403	275	34	36	846	1,628
Medicine Hat	110	257	134	29	181	423	198	88	7	.....	402	519
Red Deer	78	211	57	46	123	229	122	76	.....	1	168	322
Yellowknife	55	36	50	12	15	18	.....	.....	.....	.....	26	38

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1952; LIVE APPLICATIONS AT DECEMBER 31, 1952

Office	(1)Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31,1952
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**2,211**	**9,786**	**4,083**	**87**	**24,410**	**31,750**	**9,227**	**5,329**	**880**	**71**	**34,329**	**49,293**
Chilliwack	49	155	26	.....	531	906	197	118	33	2	1,016	1,724
Courtenay	85	161	46	5	303	444	168	136	16	1	397	1,403
Cranbrook	25	64	22	2	96	237	70	46	11	.....	213	549
Dawson Creek	14	158	14	4	45	200	161	149	.....	.....	68	156
Duncan	32	195	30	1	294	503	225	154	13	10	269	957
Kamloops	78	307	56	3	175	473	318	274	.....	.....	293	543
Kelowna	13	104	9	.....	175	782	117	42	50	.....	766	1,262
Nanaimo	23	229	26	1	479	670	226	197	13	1	715	1,713
Nelson	50	95	32	.....	219	649	115	77	9	1	695	1,418
New Westminster	125	267	55	19	3,294	3,085	287	190	61	17	4,242	5,829
Penticton	8	132	5	.....	147	574	143	111	14	.....	491	1,348
Port Alberni	26	78	12	.....	204	311	92	76	3	.....	283	635
Prince George	175	626	88	2	449	1,317	786	673	3	5	764	888
Prince Rupert	34	440	20	4	607	910	468	421	.....	.....	835	1,132
Princeton	5	49	.....	.....	38	166	58	48	2	.....	133	266
Trail	43	194	41	1	256	537	225	103	9	.....	403	731
Vancouver	1,017	5,612	3,248	15	14,979	16,929	4,470	1,902	506	29	19,905	23,322
Vernon	24	100	29	2	171	586	86	68	3	.....	526	1,225
Victoria	325	685	284	11	1,849	2,263	892	440	134	5	2,157	2,830
Whitehorse	60	135	40	17	99	208	123	104	.....	.....	158	211
Canada	**41,559**	**91,449**	**35,662**	**2,108**	**156,613**	**221,718**	**104,219**	**54,834**	**12,932**	**2,250**	**214,045**	**315,561**
Males	23,732	58,401	20,044	1,649	104,926	162,730	64,483	37,412	7,088	1,862	157,520	254,660
Females	17,827	33,048	15,618	459	51,687	58,988	39,736	17,422	5,844	388	56,525	60,901

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.
Mission City is not shown in the list of local offices but the figure for "Live Applications" is included in the totals.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

(1942—1952)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (48 weeks)	1,558,244	603,567	2,161,811	630,395	276,332	906,727

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of November, 1952		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland	1,158	931	29,096	94,516
Prince Edward Island	547	275	9,147	24,121
Nova Scotia	7,123	4,417	131,951	401,150
New Brunswick	6,640	3,467	112,868	344,296
Quebec	33,460	21,606	694,679	1,985,974
Ontario	35,298	20,441	672,192	2,032,278
Manitoba	5,995	3,343	107,485	308,144
Saskatchewan	1,816	893	27,626	80,199
Alberta	3,553	2,014	59,720	179,795
British Columbia	16,729	10,647	314,156	984,971
Total, Canada, November, 1952	112,319	68,034	2,158,920	6,435,444
Total, Canada, October, 1952	79,406	50,848	1,932,994	5,710,740
Total, Canada, November, 1951	97,511	67,861	2,033,423	5,107,466

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF NOVEMBER 29, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	2,990	1,145	223	426	557	295	344
Male	2,803	1,078	208	411	524	284	298
Female	187	67	15	15	33	11	46
Prince Edward Island	846	333	86	148	123	55	101
Male	669	299	73	110	85	38	64
Female	177	34	13	38	38	17	37
Nova Scotia	10,439	3,060	1,268	1,940	2,025	944	1,202
Male	9,210	2,799	1,164	1,754	1,759	786	948
Female	1,229	261	104	186	266	158	254
New Brunswick	10,407	3,492	1,335	1,887	1,724	843	1,126
Male	8,823	3,143	1,151	1,532	1,439	689	869
Female	1,584	349	184	355	285	154	257
Quebec	57,449	19,673	7,780	8,770	8,821	4,673	7,732
Male	42,545	15,899	6,139	6,609	6,225	3,088	4,585
Female	14,904	3,774	1,641	2,161	2,596	1,585	3,147
Ontario	56,037	23,867	6,058	7,483	7,323	3,319	7,987
Male	42,670	19,762	4,818	5,572	5,187	2,059	5,272
Female	13,367	4,105	1,240	1,911	2,136	1,260	2,715
Manitoba	8,602	2,940	988	1,425	1,266	593	1,390
Male	6,129	2,288	761	1,003	790	368	919
Female	2,473	652	227	422	476	225	471
Saskatchewan	2,995	1,408	347	412	343	158	327
Male	2,394	1,246	298	332	215	82	221
Female	601	162	49	80	128	76	106
Alberta	6,712	3,783	596	724	588	312	709
Male	5,543	3,433	475	540	379	183	533
Female	1,169	350	121	184	209	129	176
British Columbia	25,077	8,881	3,150	4,115	4,009	1,698	3,224
Male	19,511	7,311	2,601	3,129	2,997	1,198	2,275
Female	5,566	1,570	549	986	1,012	500	949
TOTAL	181,554	68,582	21,831	27,330	26,779	12,890	24,142
MALE	140,297	57,258	17,688	20,992	19,600	8,775	15,984
FEMALE	41,257	11,324	4,143	6,338	7,179	4,115	8,158

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,086	1,601	485	1,516	1,037	479	976
Prince Edward Island	569	381	188	473	376	97	173
Nova Scotia	6,785	4,137	2,648	6,433	5,311	1,122	1,727
New Brunswick	6,202	4,091	2,111	5,368	4,236	1,132	1,949
Quebec	37,328	22,963	14,365	32,661	26,172	6,489	11,595
Ontario	40,097	25,872	14,225	35,252	28,881	6,371	11,001
Manitoba	5,685	3,734	1,951	5,187	3,928	1,259	1,033
Saskatchewan	2,347	1,683	664	1,752	1,130	622	797
Alberta	4,700	3,343	1,357	3,682	2,598	1,084	1,444
British Columbia	17,619	10,801	6,818	15,558	12,241	3,317	4,635
Total Canada, November, 1952	123,418*	78,606	44,812	107,882†	85,910	21,972	35,330
Total Canada, October, 1952	87,957	51,333	36,624	83,418	65,409	18,009	19,784
Total Canada, November, 1951	122,603	83,853	38,750	107,835	86,105	21,730	35,858

* In addition, revised claims received numbered 12,556. †In addition, 12,291 revised claims were disposed of. Of these, 929 were special requests not granted, and 1,182 were appeals by claimants. There were 1,866 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of November, 1952	Month of October, 1952	Month of November, 1951
Claims Disallowed	11,272	7,725	10,553
Claimants Disqualified*			
Not unemployed			
Disqualification—total	3,473	2,714	3,997
6 days or less	1,772	1,262	.....
7 days or more	1,701	1,452	.....
Not capable of and not available for work	1,445	1,729	1,051
Loss of work due to a labour dispute	212	1,124	243
Refused offer of work and neglected opportunity to work	1,094	1,329	799
Discharged for misconduct	674	633	721
Voluntarily left employment without just cause	5,483	4,913	5,092
Failure to fulfill additional conditions imposed upon certain married women	975	1,116	1,131
Other reasons †	1,224	1,135	1,257
Total	25,852	22,418	24,844

* Includes 3,880 revised claims, disqualified.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants*
1951—October	3,094,000	3,010,900	83,100
November	3,106,000	3,006,200	99,800
December	3,170,000	3,016,300	153,700
1952—January	3,183,000	2,935,900	247,100†
February	3,195,000	2,876,500	318,500†
March	3,191,000	2,874,600	316,400†
April	3,195,000	3,874,700	320,300†
May	3,086,000	2,867,900	218,100
June	3,089,000	2,945,500	143,500
July	3,108,000	2,985,300	122,700
August	3,147,000	3,034,400	112,600
September	3,169,000	3,067,000	102,000
October	3,186,000	3,093,400	92,600

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO DECEMBER 31, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.
1942	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
April	12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,699,136 68	768,835 65	14,467,972 33	782,231,826 91
May	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,351,221 12	789,011,121 39
June	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	6,721,861 74	799,321,984 16
July	12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,363,471 09	6,288,648 31	839 30cr.	6,287,809 01	809,397,646 24
August	12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232,755 55	385 50cr.	6,232,370 05	820,199,495 46
Sept.	12,688,942 12	2,536,678 64	2,281 80	1,839,166 36	17,067,068 92	5,703,681 21	114 70cr.	5,703,566 51	831,562,997 87
Oct.	13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	18,299,448 49	5,700,984 92	16 10	5,701,001 02	844,161,445 34
Nov.	13,980,533 54	2,796,355 55	2,947 50	1,945 303 58	18,725,140 17	6,428,185 50	1,041 60cr.	6,427,143 90	856,459,441 61
Dec.	*13,522,009 15	2,703,029 66	2,053 70	2,038,098 99	18,265,191 50	10,918,642 07	823 10cr.	10,917,818 97	863,806,814 14
SUB-TOTAL	116,774,996 13	24,944,369 85	30,826 73	16,668,034 65	158,418,227 36	72,029,804 95	780,959 70	72,810,764 65	863,806,814 14
TOTAL	1,044,193,435 34	† 212,262,610 98	140,367 22	113,335,182 34	1,369,931,595 88	492,990,978 09	13,133,803 65	506,124,781 74	863,806,814 14

*Stamps $6,118,039.39 Meter $1,575,667.23 Bulk $5,631,909.31 Arm. Ser. $108,570.50 Sp. Force $68,150.62 Reg. Force $19,672.10 Total $13,522,009.15.
† Government refunds *re* Supplementary Benefit classes 3 and 4: July 3, 1950 to date $1,828,863.85.

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	18·6	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	22·6	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	34·4	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	53·8	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	59·8	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1950									
January	59·7	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	60·3	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	62·4	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	62·7	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	62·7	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	64·1	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	66·2	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	67·2	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	68·5	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	69·3	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	69·3	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	69·7	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	71·1	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	73·8	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	78·3	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	80·4	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	80·6	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	82·6	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	86·1	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	87·4	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	88·3	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	88·9	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	89·7	191·2	250·2	144·8	150·8	214·6	199·9	144·9	223·0
December	89·6	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	90·0	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	89·3	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	87·6	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	87·2	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	85·2	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	85·8	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	86·5	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	86·1	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	85·0	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	83·5	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	83·3	184·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	82·7	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4
1953									
January	82·9	184·4	226·2	150·2	153·9	205·3	196·0	148·9	208·6

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO JANUARY 1953

(1949 = 100·0)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	151·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1952

Aug., 1939 = 100·0

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Dec. 1, 1951	Nov. 1, 1952	Dec. 1, 1952						
St. John's, Nfld.(1)..	103·5	102·5	102·3	101·4	106·6	107·3	102·1	101·2	100·2
Halifax	179·3	174·7	173·5	218·3	127·7	152·5	220·0	187·7	139·6
St. John	186·1	181·4	180·4	220·6	128·2	147·3	226·7	185·9	152·1
Montreal	197·3	189·6	188·8	239·8	151·7	146·5	193·4	201·1	144·2
Toronto	186·0	181·4	180·8	214·0	158·8	176·4	205·0	188·4	147·4
Winnipeg	183·3	177·2	176·3	225·3	136·2	133·3	201·7	198·2	141·0
Saskatoon	187·2	182·1	180·9	231·0	133·3	158·6	216·2	202·9	134·3
Edmonton	183·6	176·7	176·2	232·0	125·9	121·8	215·2	189·5	141·4
Vancouver	192·8	187·6	188·1	237·0	136·2	176·9	218·1	193·7	153·0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Dec. 1949	Dec. 1950	Dec. 1951	Nov. 1952	Dec. 1952	Price Dec. 1952
Beef, sirloin steak	lb.	120·7	154·8	249·5	305·2	378·1	298·2	296·0	81·9
Beef, round steak	lb.	125·7	167·9	278·5	339·7	422·2	330·6	328·9	77·2
Beef, blade roast, blade removed	lb.	132·7	162·3	296·2	380·8	481·4	359·6	356·4	56·8
Beef, stewing, boneless	lb.	136·7	168·3	334·6	433·1	559·1	420·0	417·0	56·4
Lamb, leg roast	lb.	109·9	152·8	245·1	273·8	332·3	262·4	264·1	75·6
Pork, fresh loin, centre-cut	lb.	125·3	143·8	235·1	244·4	239·9	240·1	238·9	64·0
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	246·7	271·1	273·7	264·3	263·3	49·5
Bacon, side, fancy, sliced, rind-off	½lb.	132·3	142·5	233·3	215·7	221·3	177·2	180·5	33·1
Lard, pure, package	lb.	151·3	159·6	207·9	250·5	251·3	152·7	158·2	17·2
Shortening, package	lb.	134·7	137·5	216·7	239·0	250·0	206·3	205·6	29·3
Eggs, grade "A", large, carton	doz.	156·4	181·3	196·6	233·6	242·8	246·4	198·0	61·9
Milk	qt.	111·0	95·4	165·1	174·3	189·0	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	239·6	228·6	261·3	245·8	247·6	67·6
Cheese, plain, mild, ½ lb	pkg.	174·6	165·4	226·0	227·5	257·3	261·8	261·8	34·7
Bread, plain, white, wrapped	lb.	106·5	106·3	165·1	177·6	191·8	191·8	191·8	12·5
Flour, all-purpose	lb.	127·3	124·2	221·2	224·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz	pkg.	101·1	100·0	163·0	171·7	190·0	195·4	195·4	18·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	184·0	190·7	269·7	266·4	262·6	27·7
Peas, 20 oz	tin	117·5	121·7	147·5	147·5	165·7	172·8	172·8	21·7
Corn, Cream, choice, 20 oz	tin	128·3	132·7	178·8	172·8	185·6	193·8	190·1	20·5
Onions, cooking	lb.	108·2	126·5	165·3	119·0	168·1	182·1	182·1	9·4
Potatoes, No. 1, table	10 lbs.	89·9	149·4	150·5	121·8	244·5	248·5	245·4	55·9
Prunes, pkg.	lb.	115·8	120·2	196·5	224·2	252·0	233·0	233·0	27·4
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	128·5	140·0	175·9	169·2	167·2	24·9
Oranges, California	doz.	132·5	154·3	135·8	158·7	143·4	142·4	142·4	39·0
Jam, strawberry, 16 oz	jar	111·3	115·1	146·1	161·5	167·7	157·1	155·9	26·2
Peaches, 15 oz	tin	101·5	106·1	141·1	144·7	155·3	152·0	150·0	22·2
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	150·8	191·7	204·2	175·8	174·2	10·9
Coffee, medium quality, in bag	lb.	141·6	131·7	234·9	299·0	314·4	308·6	308·8	105·7
Tea, black, ¼ lb	pkg.	145·2	131·6	177·2	182·0	186·5	186·5	186·8	54·5

*Descriptions and Units of Sale Apply to December, 1952 Prices.

Locality	Beef				Pork			Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	111·5	.....	69·7 [a]	52·0 [a]	67·3	78·1	72·8	34·6 [e]	58·7
P.E.I.—									
2—Charlottetown	87·2	78·8	62·2 [a]	54·6 [a]	49·8	63·8	53·8	29·0	43·4
Nova Scotia—									
3—Halifax	92·0	82·2	55·5 [a]	55·8	54·8	64·8	49·4 [c]	35·5	54·7
4—Sydney	86·5	77·4	60·2 [a]	61·4	54·4	64·8	50·8	33·4	50·6
New Brunswick—									
5—Moncton	78·6	71·4	54·4	50·1	49·2	66·0	49·7	35·2	48·9
6—Saint John	83·5	78·0	59·0 [a]	58·0	53·7	65·9	48·9	35·8	47·6
Quebec—									
7—Chicoutimi	98·3	97·8	63·4	54·6	54·7	56·8	52·2	33·2	48·4
8—Hull	74·7	74·1	51·6	51·0	44·6	59·2	46·7	28·0	50·4
9—Montreal	91·6	88·2	53·8 [a]	54·8	48·6	62·4	48·5	29·0	55·6
10—Quebec	84·9	83·2	46·0 [a]	45·4	45·4	51·4	42·2	28·1	50·0
11—Sherbrooke	86·0	85·5	61·0	60·8	47·3	59·0	49·9	30·7	47·2
12—Sorel	87·1	81·0	60·0 [a]	50·6	52·5	57·5	47·3	31·9	55·0
13—Three Rivers	92·5	82·9	50·0	48·4	44·0	55·3	47·0	29·8	55·4
Ontario—									
14—Brantford	76·1	73·4	58·8	55·4	50·3	66·2	46·3	34·0	49·2
15—Cornwall	75·0	73·1	50·8	53·3 [a]	41·7	59·0	47·8	30·9	50·9
16—Fort William	76·4	74·6	57·2 [a]	59·6	54·4	63·6	.....	33·6	61·8
17—Hamilton	81·2	78·1	57·4	57·5	50·5	66·0	44·8	33·6	50·7
18—Kirkland Lake	78·3	75·0	55·5	53·8	49·8	65·0	54·5	34·3	56·3
19—London	78·7	75·9	52·4	53·6	48·8	65·2	44·6	33·3	52·1
20—North Bay	72·2	71·8	52·6 [a]	49·1	46·6	65·0	.....	32·4	50·5
21—Oshawa	74·2	75·5	53·8	53·5	47·6	64·4	41·8	32·5	48·5
22—Ottawa	76·0	73·5	54·8	54·4	44·5	62·8	46·0	31·3	49·7
23—Sault Ste. Marie	78·0	77·3	57·0 [a]	61·0	52·4	66·1	50·4 [d]	32·5	53·6
24—Sudbury	74·4	73·7	54·1 [a]	52·6	45·4	59·1	52·6	29·9	50·7
25—Toronto	83·5	79·5	58·2	58·0	48·4	66·9	42·2	33·3	47·2
26—Windsor	74·5	71·3	52·4 [a]	57·7	48·4	66·4	47·7 [d]	33·8	55·2
Manitoba—									
27—Winnipeg	76·4	70·4	53·0	52·1	48·5	60·6	52·4 [d]	33·7	51·2
Saskatchewan—									
28—Regina	79·5	74·9	57·5 [a]	58·1	50·2	62·7	52·6	33·8	52·5
29—Saskatoon	71·9	69·9	50·9 [a]	58·6	48·3	60·3	53·1 [d]	34·3	51·0
Alberta—									
30—Calgary	81·0	75·3	66·4	59·9	46·2	65·1	54·2 [d]	35·5	54·3
31—Edmonton	74·6	71·0	50·8 [a]	56·8	48·8	59·5	47·8	35·8	49·5
British Columbia—									
32—Prince Rupert	91·0	86·0	62·0	65·0	56·0	67·5	60·0 [d]	39·2	65·0
33—Trail	93·0	89·0	68·4 [a]	70·5	.....	73·0	62·0	38·0	61·0
34—Vancouver	94·0	85·8	66·9	65·9	56·8	74·2	57·0 [d]	37·3	58·1
35—Victoria	96·7	88·7	66·5	66·4	61·6	73·2	55·6	37·4	56·4

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—							f	li	
1—St. John's	.....	8·6	12·0	20·7	12·0	62·6	92·8	32·0	77·6
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·0	11·1	53·3	61·5	17·0	70·0
Nova Scotia—							g		
3—Halifax	69·5	8·1	12·8	18·3	9·8	50·9	64·8	20·5	71·4
4—Sydney	70·0	8·4	14·0	19·3	10·9	50·6	g 75·1	22·0	72·6
New Brunswick—									
5—Moncton	68·4	8·0	12·0	18·4	10·7	50·7	g 70·5	20·0	70·6
6—Saint John	71·5	8·0	12·7	18·7	10·2	49·1	69·3	21·0	71·6
Quebec—									
7—Chicoutimi	101·0	8·2	15·2	19·0	11·0	55·7	g 69·9	20·0	64·4
8—Hull	.....	7·2	12·0	17·2	10·5	47·4	61·9	22·0	64·2
9—Montreal	79·8	7·5	12·0	17·3	9·7	50·2	62·8	20·0	64·4
10—Quebec	80·0	7·2	12·0	18·2	9·9	51·8	63·8	20·0	65·9
11—Sherbrooke	83·0	7·9	12·4	18·4	10·0	49·9	g 63·9	20·0	64·7
12—Sorel	.....	7·3	12·0	17·7	10·1	47·9	g 64·1	19·0	64·4
13—Three Rivers	.....	7·4	11·3	17·4	10·6	49·8	g 63·7	19·0	64·2
Ontario—									
14—Brantford	72·2	7·7	12·0	17·4	10·0	45·9	57·7	21·0	66·1
15—Cornwall	.....	7·2	12·0	17·8	10·2	47·9	57·2	17·0	66·2
16—Fort William	.....	7·0	13·3	18·9	11·4	54·0	g 58·3	23·0	66·8
17—Hamilton	77·6	7·8	12·0	17·4	10·4	47·1	59·1	22·0	67·4
18—Kirkland Lake	74·2	8·0	11·3	18·7	11·3	51·0	62·5	25·0	69·0
19—London	79·3	7·4	12·0	17·4	10·3	47·0	g 55·1	21·0	67·0
20—North Bay	77·7	7·8	12·7	19·5	11·5	50·8	g 66·3	22·0	67·6
21—Oshawa	.....	7·6	12·0	17·1	10·2	47·2	59·2	21·0	65·7
22—Ottawa	75·2	7·6	12·0	17·7	10·5	49·5	63·1	21·8	66·1
23—Sault Ste. Marie	82·0	7·8	13·3	18·9	11·2	48·8	65·0	23·0	68·6
24—Sudbury	68·2	8·0	12·7	18·3	10·9	47·8	63·0	23·0	68·5
25—Toronto	78·2	7·6	12·0	17·3	10·0	46·6	g 57·8	22·0	66·8
26—Windsor	76·1	7·7	12·0	17·9	10·7	49·3	g 58·6	22·0	67·2
Manitoba—						t	g		
27—Winnipeg	72·8	7·1	14·0	17·8	13·0	65·9	54·8	20·0	65·6
Saskatchewan—						t			
28—Regina	70·5	7·2	12·8	18·7	12·9	63·2	53·1	20·0	64·9
29—Saskatoon	65·2	7·0	12·0	17·6	13·8	t 62·7	g 50·7	20·0	66·0
Alberta—						t	g		
30—Calgary	80·0	7·2	12·8	18·1	12·4	61·7	62·7	21·0	66·9
31—Edmonton	70·0	7·2	12·0	17·7	12·2	t 62·2	g 60·1	20·0	68·7
British Columbia—						t	g		
32—Prince Rupert	87·0	8·0	15·0	18·6	11·7	62·5	68·3	31·0	70·1
33—Trail	91·0	7·6	16·0	18·2	12·2	t 65·4	73·1	25·0	69·0
34—Vancouver	75·5	7·2	14·9	17·8	10·3	t 58·3	g 66·3	21·8	69·7
35—Victoria	85·3	7·4	14·9	17·9	10·7	t 58·8	g 65·6	24·0	70·2

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. John's	35·9	34·5	.....	33·8	.....	16·2	50·0 s	33·6	23·9	24·7	45·3
P.E.I.—											
2—Charlottetown	37·3	.....	19·2	29·7	29·2	18·8	21·9	29·2	22·1	22·8	42·0
Nova Scotia—											
3—Halifax	35·4	38·1	20·4	28·9	25·5	16·5	22·3	28·8	23·0	22·4	38·4
4—Sydney	37·0	36·7	17·9	29·7	26·2	17·5	23·1	29·7	22·3	23·2	41·1
New Brunswick—											
5—Moncton	34·8	37·2	19·4	29·5	26·7	16·4	22·3	28·9	22·3	20·4	41·7
6—Saint John	36·2	37·7	18·9	29·5	26·9	16·4	21·5	28·1	22·8	20·5	40·8
Quebec—											
7—Chicoutimi	36·9	.....	19·1	33·7	27·5	18·2	.....	29·3	22·3	20·7	39·6
8—Hull	33·1	.....	16·3	29·8	26·2	14·9	20·0	25·4	19·8	18·2	34·2
9—Montreal	34·4	.....	16·8	28·8	27·7	15·9	20·8	24·0	21·2	20·4	39·0
10—Quebec	34·5	.....	18·7	29·7	26·9	16·0	21·7	25·3	21·7	19·2	36·3
11—Sherbrooke	35·2	.....	18·4	29·9	26·3	16·6	21·1	24·5	22·6	21·0	40·5
12—Sorel	32·8	.....	17·3	29·4	27·9	14·9	21·5	25·4	18·9	19·2	39·3
13—Three Rivers	34·3	.....	17·6	28·4	26·5	16·7	23·2	24·7	21·5	20·2	39·0
Ontario—											
14—Brantford	33·3	37·1	17·5	28·5	26·0	16·0	21·2	26·7	19·6	18·3	39·3
15—Cornwall	34·5	37·0	17·5	29·0	27·9	15·5	21·2	25·4	19·7	19·6	36·9
16—Fort William	35·9	38·2	15·8	28·8	26·4	16·5	20·9	28·8	21·2	19·7	40·2
17—Hamilton	34·2	37·6	18·4	29·1	25·6	15·6	21·2	26·2	20·9	18·8	39·6
18—Kirkland Lake	34·6	36·8	19·8	29·8	28·2	18·9	23·1	27·6	22·5	20·5	41·4
19—London	33·7	37·2	18·8	29·0	27·2	16·1	20·6	24·9	21·0	19·1	36·9
20—North Bay	35·4	37·2	18·5	28·5	31·0	16·3	24·7	26·7	22·6	20·0	40·2
21—Oshawa	34·0	38·5	18·4	27·0	26·7	16·2	21·8	26·2	20·2	18·4	37·5
22—Ottawa	34·4	37·5	17·7	29·2	25·9	15·6	21·4	25·1	21·8	18·9	37·2
23—Sault Ste. Marie	35·5	37·8	17·9	29·4	26·7	16·9	.....	27·2	22·0	19·6	38·1
24—Sudbury	34·0	37·1	17·9	28·8	28·5	15·9	.....	27·1	21·1	19·9	39·3
25—Toronto	33·4	37·4	17·6	28·3	25·4	15·3	20·8	26·0	20·4	18·5	35·1
26—Windsor	34·8	37·6	18·6	29·4	26·7	15·5	20·9	24·9	19·2	17·8	39·0
Manitoba—											
27—Winnipeg	35·1	39·2	15·0	28·6	25·5	16·3	22·5	29·3	22·8	20·7	41·4
Saskatchewan—											
28—Regina	35·8	39·0	14·0	30·8	25·0	17·8	24·2	32·2	22·0	21·8	41·7
29—Saskatoon	34·8	38·8	12·5	29·2	24·9	17·7	23·5	30·7	22·7	23·4	43·2
Alberta—											
30—Calgary	33·2	39·0	12·4	29·9	25·3	16·4	25·6	32·4	21·6	23·3	40·2
31—Edmonton	35·2	39·8	13·5	30·5	25·2	17·8	24·0	32·3	22·0	23·1	39·9
British Columbia—											
32—Prince Rupert	36·8	38·3	14·2	31·3	28·0	18·8	23·9	33·7	20·8 m	20·9 m	43·5
33—Trail	36·6	38·4	15·8	35·2	27·3	18·5	25·5	33·4	21·0 m	22·9 m	41·1
34—Vancouver	34·6	38·0	15·6	27·6	24·1	16·4	24·8	30·2	19·5 m	19·3 m	36·9
35—Victoria	35·8	37·4	16·4	27·3	23·4	16·1	23·0	31·0	19·2	18·7	35·1

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with

	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. John's	31·0	67·5	10·9	32·9	26·3 [k]	61·6 [w]	124·1 [v]	.....	23.04
P.E.I.—									
2—Charlottetown	24·2	46·7	9·6	26·5	27·5 [n]	51·4	117·2 [v]	.....	17.00
Nova Scotia—									
3—Halifax	21·3	53·1	8·0	26·5	25·6 [n]	51·2	112·4 [v]	.....	19.00
4—Sydney	25·5	53·8	8·6	28·8	26·6 [n]	51·0	117·9 [v]	.....	13.35
New Brunswick—									
5—Moncton	21·7	49·5	9·4	26·1	24·8 [n]	51·0	109·4 [v]	.....	18.50
6—Saint John	21·4	51·2	8·7	27·7	27·1 [n]	52·6	113·7 [v]	.....	19.81
Quebec—									
7—Chicoutimi	18·7	60·1	12·4	28·0	27·8 [n]	59·5	116·4 [v]	28.00	.....
8—Hull	18·8	52·6	10·2	26·0	25·3 [n]	54·4	109·7 [v]	28.50	.....
9—Montreal	17·0	50·2	9·8	29·0	24·7 [n]	56·0	106·2	28.97	.....
10—Quebec	17·6	48·8	10·4	27·1	25·4 [n]	56·7	110·1	27.62	.....
11—Sherbrooke	17·1	51·1	9·4	29·1	25·4 [n]	57·8	110·0	27.00	.....
12—Sorel	16·8	55·4	12·1	26·1	22·9 [n]	55·3	109·6	26.83	.....
13—Three Rivers	18·1	49·9	9·7	27·8	24·0	56·2	109·0 [v]	28.00	.....
Ontario—									
14—Brantford	18·2	58·1	8·0	29·2	23·3 [n]	54·3	102·2	27.20	.....
15—Cornwall	18·2	52·2	9·1	27·0	23·0	55·6	108·6	29.75	.....
16—Fort William	20·4	63·7	8·9	23·8	24·5 [n]	54·0	103·8	26.32	.....
17—Hamilton	18·9	58·1	8·6	29·0	23·0	55·7	104·1	25.81	.....
18—Kirkland Lake	19·8	62·0	11·4	28·2	27·2	57·8	99·2	32.50	.....
19—London	18·8	56·8	8·6	27·8	22·7	55·1	103·3	26.00	.....
20—North Bay	20·6	62·0	8·8	.....	24·2 [n]	55·8	116·5	29.75	.....
21—Oshawa	19·3	51·7	8·1	26·8	23·5 [n]	56·3	102·2	27.75	.....
22—Ottawa	19·1	51·9	10·6	27·5	26·2 [n]	54·8	104·2	28.50	.....
23—Sault Ste. Marie	19·6	65·0	9·5	29·0	23·8	56·5	103·4	25.50	.....
24—Sudbury	19·0	62·9	9·2	25·9	25·1 [n]	55·0	102·3	28.50	.....
25—Toronto	18·6	55·2	8·1	27·6	24·5	54·4	101·2	24.62	.....
26—Windsor	18·6	54·8	8·4	28·8	24·3 [n]	54·6	104·1	26.00	.....
Manitoba—									
27—Winnipeg	19·7	58·4	9·9	27·1	25·8	52·7	99·5	.....	20.75
Saskatchewan—									
28—Regina	22·4	41·7	10·4	24·8	27·4	53·1	102·5	.....	18.10
29—Saskatoon	22·3	53·4	11·3	26·6	26·7	51·0	98·3	.....	17.50
Alberta—									
30—Calgary	23·7	52·2	9·5	26·9	25·0	53·1	99·2	.....	.....
31—Edmonton	23·2	46·8	11·2	27·1	25·3 [n]	52·7	104·8	.....	8.30
British Columbia—									
32—Prince Rupert	25·3	64·3	10·0	26·5	26·0 [n]	53·9	101·4	.....	22.90
33—Trail	25·2	54·2	10·0	26·6	26·6 [n]	53·8	98·0	.....	19.25
34—Vancouver	20·2	61·0	9·3	25·1	24·0 [n]	51·9	97·2	.....	20.41
35—Victoria	21·1	61·9	9·9	27·6	24·3	52·2	100·8	.....	21.75

bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk 17·5¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935–39	1935–39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 (e)	June-Aug. 1939	1938	1936–39 =1000	1st quarter 1949=1000
	(a)	(b)		(b)	(l)				(c)			(d)	
1922	120·4	119·7	.....	(i)183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	(i)172	185	.....	.....	.....	162	125	106·3	(f)	.....
1929	121·7	122·5	.....	(i)164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	(i)140	151	(q)	.....	(k)	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	(i)158	178	108	.....	107·5	138	(m)103	99·9	1029	748
1940	105·6	100·2	100·7	(i)184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(i)199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	(n)125·7	199·1	(i)201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	(n)128·6	213·5	(i)203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	(n)139·5	266·7	(i)203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	(n)159·6	300·3	(i)203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	(n)171·9	318·9	(j)108	(p) 99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	(n)170·2	336·0	(j)111	(p) 100	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	(n)171·9	356·2	(j)114	(p) 101	1945	4849	177·7	(e)159·1	293	159·3	1669	1066
1951	184·5	185·6	401·0	(j)124	(p) 109	(s)130·1	5320	207·5	(e)166·7	319	171·0	1906	1183
November	191·2	188·6	428·2	(j)129	113	140·4	(k)5419	216·6	170·8	327	173·4	.....	.....
December	191·1	189·1	432·7	(j)130	.....	142·9	(k)5416	217·3	171·0	328	179·5	2303	1237
1952—January	191·5	189·1	440·4	(j)132	.....	145·9	(k)5399	217·7	170·5	331	181·6	.....	.....
February	190·8	187·9	444·9	(o)100·1	114	148·5	5459	218·5	170·8	329	181·9	.....	.....
March	189·1	188·0	448·8	100·6	.....	148·1	(k)5475	220·3	170·8	(k)326	182·1	2366	1253
April	188·7	188·7	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	186·7	189·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	187·3	189·6	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	188·0	190·8	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	187·6	191·1	.....	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	186·5 116·1	190·8	.....	103·0	.....	145·7	5615	224·9	171·6	.....	190·3	2524	1284
October	185·0 116·0	190·9	.....	103·9	.....	144·9	.....	.....	171·1	.....	191·1	.....	.....
November	184·8 116·1	.....	.....	.....	.....	144·4	.....	.....	171·2	.....	191·4	.....	.....
December	184·2 115·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926–46 are on base July, 1914 = 100. (m) Average June–December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938–1950 are on base 1938 = 100. (s) New series on base 1949 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935—1939 = 100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1950	1951	Nov. 1951	Oct. 1952	Nov. 1952
All Commodities	83·4	166·0	124·6	87·4	99·2	211·2	240·2	239·1	221·0	221·9
Classified According to Chief Component Material	79·8	175·6	125·7	81·4	89·1	202·0	218·6	220·9	203·9	204·6
I. Vegetable Products	94·4	169·3	145·2	79·1	100·6	251·3	297·7	289·4	233·1	235·4
II. Animals and Their Products	81·6	220·4	128·1	97·8	98·9	246·7	295·9	270·6	245·6	244·8
III. Fibres, Textiles and Textile Products	88·7	123·7	130·3	87·2	107·5	258·3	295·5	299·0	290·8	293·4
IV. Wood, Wood Products and Paper	72·3	164·5	98·2	89·5	104·8	183·6	208·7	216·8	221·1	221·2
V. Iron and Its Products	133·9	193·0	134·9	87·5	100·0	159·5	180·6	185·7	168·1	167·6
†VI. Non-Ferrous Metals and Their Products	66·7	96·6	109·0	99·1	99·7	164·8	169·8	171·0	173·4	173·5
VII. Non-Metallic Minerals and Their Products	79·8	149·5	120·2	102·4	100·3	157·8	187·3	187·7	175·9	176·4
VIII. Chemicals and Allied Products										
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	212·8	237·9	237·1	209·9	210·8
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	211·0	242·4	241·5	227·7	228·8
*General Building Materials	76·2	125·9	112·6	89·1	102·0	249·9	289·8	289·3	289·4	289·4
Residential Building Materials	.....	.....	112·4	89·0	102·3	242·7	286·2	289·4	284·3	283·9
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	236·7	268·6*	273·4*	221·3	222·9
Field	.....	.....	137·2	69·3	83·7	191·9	200·4*	218·2*	179·7	179·2
Animal	.....	.....	144·4	69·2	101·5	281·4	336·9	328·5	263·0	266·5

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1952 are subject to revision.
‡ Revised—incorporates final payment for wheat, oats and barley for crop year 1951-52.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1951-1952†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1952*						
January	15‡	15	5,749‡	5,749	75,220	0·08
February	12	22	12,388	13,048	47,603	0·05
March	17	26	2,895	5,204	65,502	0·07
April	20	35	8,352	12,055	178,605	0·19
May	28	42	14,434	22,973	247,733	0·27
June	27	40	44,704	59,364	708,382	0·77
July	24	47	8,802	55,737	881,318	0·95
August	19	43	6,295	15,018	205,515	0·22
September	16	41	5,308	15,045	203,245	0·22
October	17	38	5,931	13,322	165,009	0·18
November	10	22	2,163	5,084	44,176	0·05
December	8	18	1,442	3,646	47,279	0·05
Cumulative totals	213		118,463		2,869,587	0·26
1951						
January	18‡	18	6,255‡	6,255	16,988	0·02
February	16	20	4,760	4,944	20,103	0·02
March	23	29	4,523	4,988	16,960	0·02
April	17	22	3,723	3,950	10,199	0·01
May	32	40	7,250	8,038	35,167	0·04
June	41	53	15,289	15,937	128,510	0·14
July	18	36	7,326	11,249	119,598	0·13
August	26	44	21,305	28,215	226,622	0·25
September	24	35	4,035	10,808	117,480	0·12
October	18	33	5,547	8,665	55,467	0·06
November	12	22	11,221	13,074	38,810	0·04
December	14	21	11,636	12,497	115,835	0·12
Cumulative totals	259		102,870		901,739	0·08

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1952 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1952				
MINING—				
Copper refiners, Montreal, P.Q.	1	200	5,000	Commenced July 14; for a union agreement; partial return of workers; unterminated.
MANUFACTURING—				
Boots and Shoes (Leather)—				
Shoe factory workers, Grand'Mere, P.Q.	1	200	4,000	Commenced November 26; for a new agreement providing for increased wages, union shop, check-off, pay for additional statutory holidays, seniority, rest periods, and hospital and accident insurance plans following reference to arbitration board; terminated December 24; negotiations; compromise.
Textiles, Clothing, etc.—				
Rayon factory workers, Louiseville, P.Q.	1	460	8,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; partial return of workers; unterminated.
Cotton factory workers, Hamilton, Ont.	1	237	1,400	Commenced October 1; inter-union dispute *re* bargaining agency; terminated December 8; conciliation; in favour of employer.
Clothing and hosiery factory workers, Montreal, P.Q.	2	490	10,000	Commenced November 25; for a new agreement providing for increased wages and other changes following reference to arbitration board; unterminated.
Miscellaneous Wood Products—				
Wood furniture factory workers, Durham, Ont.	1	65	1,500	Commenced July 21; for a union agreement providing for increased wages, union security, two weeks' vacations with pay and pay for seven statutory holidays following reference to conciliation board; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Plumbers and steamfitters, Edmonton, Alta.	27	436	4,250	Commenced November 12; for a new agreement providing for increased wages following reference to conciliation and arbitration board; terminated December 12; conciliation; compromise.
TRANSPORTATION—				
Other Local and Highway—				
Truck mechanics, etc., Vancouver, B.C.	1	18	230	Commenced November 26; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week, pay for all statutory holidays and extension of vacation plan following reference to conciliation board; terminated December 16; negotiations; compromise.
TRADE—				
Steel products warehouse workers, Vancouver, B.C.	1	23	230	Commenced October 1; for a new agreement providing for increased wages following reference to conciliation board; terminated December 12; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1952 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1952				
Retail store clerks, Bell Island, Nfld.	13	75	450	Commenced November 22; for implementation of award of conciliation board for increased wages in new agreement under negotiations; terminated December 6; negotiations; in favour of workers.
Strikes and Lockouts Commencing During December, 1952				
MANUFACTURING—				
Printing and Publishing—				
Lithographers, Oshawa, Ont.	1	[3] 21	150	Commenced December 3; alleged discrimination in allocation of work following installation of new equipment and for a union agreement; terminated December 12; negotiations; in favour of employer.
Miscellaneous Wood Products—				
Lumber mill workers, Interior British Columbia	52	1,000	7,500	Commenced December 3; for new agreements providing for increased wages and pay for three statutory holidays following reference to conciliation board; terminated by December 16; conciliation and negotiations; in favour of employers
Metal Products—				
Jewellery factory workers, Vancouver, B.C.	5	[4] 44	700	Commenced December 8; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Cornwall, Ont.	1	54	54	Commenced December 12; for dismissal of a foreman alleged to be unfair; terminated December 15; return of workers; in favour of employer.
Carpenters, Fort William, Ont.	1	33	330	Commenced December 17; for a new agreement providing for increased wages retroactive to April 1, 1952; unterminated.
Sheet metal workers, Fort William and Port Arthur, Ont.	.....	150	1,500	Commenced December 17; for implementation of award of conciliation board for increased wages in new agreement under negotiations; unterminated.
Miscellaneous—				
Power plant construction workers, Campbell River, B.C.	1	126	1,890	Commenced December 10; for a union agreement providing for increased wages; terminated December 31; negotiations; in favour of workers.
TRADE—				
Wholesale grocery workers, Moncton, N.B.	1	14	95	Commenced December 1; for a union agreement providing for increased wages, reduced hours from 48 to 45 per week, check-off, etc., following reference to conciliation board; terminated December 8; conciliation; compromise.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 16 indirectly affected; [4] 14 indirectly affected.

CURRENT manpower and labour relations REVIEW

MARCH 15, 1953

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

THE employment picture during February showed the same relative strengths and weaknesses as those evident during January and the earlier winter months. The economy was moving through a seasonally slack period of the year, overall employment showing little change during the month. At March 1, 75 per cent of paid workers were located in centres classified as labour surplus areas, compared with 77 per cent at February 1, 1953, and 87 per cent at March 1, 1952.

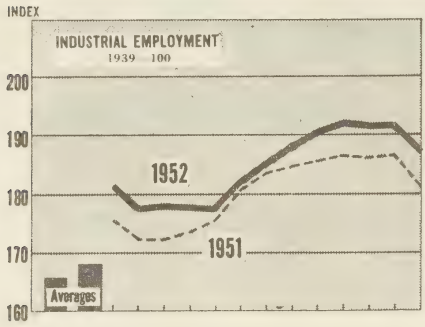
The seasonal employment trough had not yet been reached in the Quebec and Atlantic regions, where lower year-to-year levels of woods employment, combined with other factors, continued to depress the labour market. This trend, however, was offset to some extent during February by seasonally improved conditions in the Pacific region. Little change occurred in the Prairie region over the month but a slight seasonal increase in employment appeared in Ontario towards the end of February. This region has, in fact, maintained higher year-to-year employment levels throughout the winter.

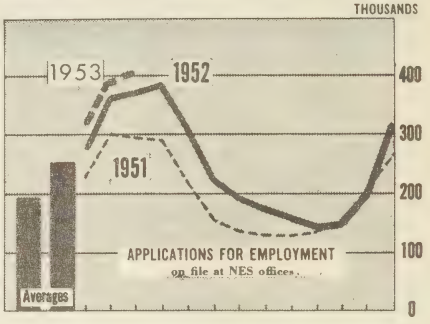
The Monthly Labour Force Survey, which provides an overall picture of current manpower utilization patterns, estimates that for the week ending February 21, 1953, there were 5,194,000 persons in the civilian labour force, a decrease of 7,000 from the figure reported for the week ending January 24. Of this total, 4,518,000 persons were at work for 35 hours or more during the week, a decline from January 24 of 6,000; 321,000 were at work for fewer than 35 hours, no change from the previous month; 176,000 had jobs but were not at work, a decrease of 7,000; and 179,000 were without jobs and seeking work, a decrease of 8,000.

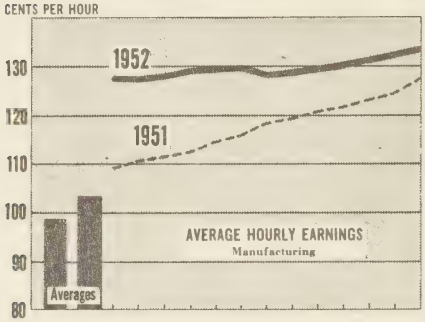
Of the 321,000 persons working fewer than 35 hours during the week, about 196,000 usually work part-time. Of the remaining 125,000, 33,000 were on short-time, 33,000 were away because of illness, 12,000 because bad weather and the remainder, 47,000, were not at work for various other reasons, including temporary lay-offs, vacations, or industrial disputes.

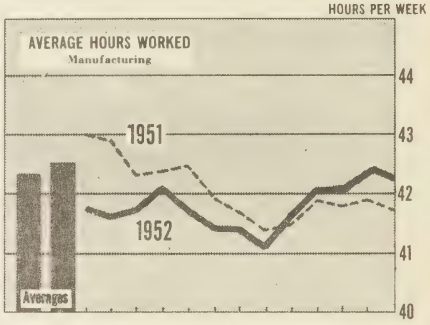
A Monthly *Labour Gazette* Feature

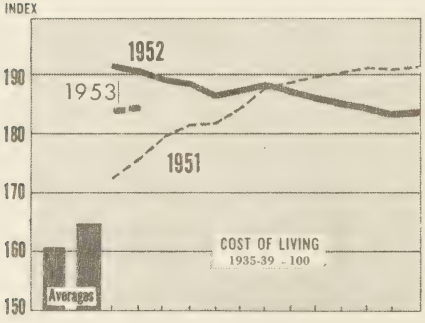
CURRENT LABOUR TRENDS

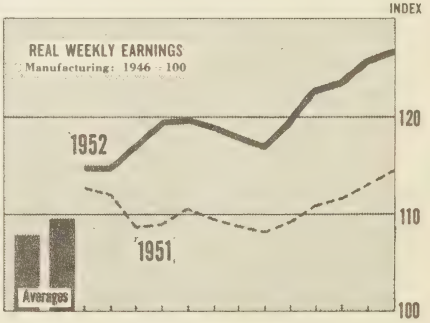


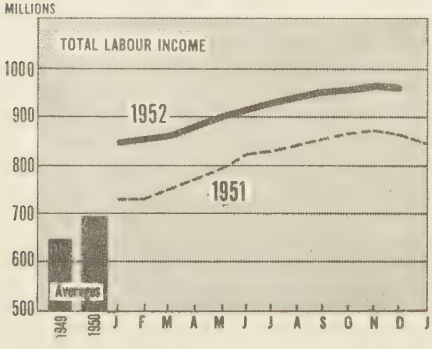


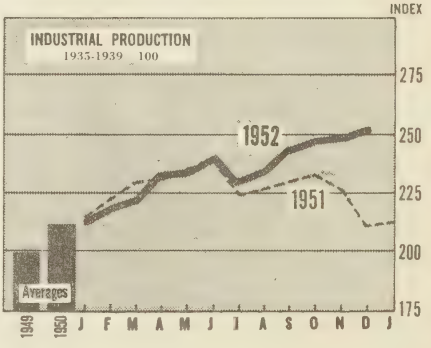












Of the 176,000 persons estimated to be with jobs but not working at all during the survey week, illness (69,000), vacations (21,000) and temporary lay-offs (52,000) were the main reasons for their idleness. Bad weather and industrial disputes were of minor importance.

It was estimated that 179,000 persons were without jobs and seeking work during the survey week. Another 14,000, who worked only part of the week, were also actively seeking other work, making a total of 193,000 persons actively seeking work during the week ending February 21. This represents about five per cent of all paid workers in Canada. In the previous survey week, ending January 24, 198,000 persons or about the same proportion of the paid worker group, were actively seeking work.

Supplementary information is available from data on registrations for employment at local NES offices. Between January 22 and February 19, 1953, the number of applications on file for all regions rose by about 17,000, bringing the total to 401,700 at the latter date. During the previous month the increase was about 147,000. The Atlantic (60,700) and Quebec (133,800) regions were largely responsible for the increase at February 19; for both regions the figures are much greater than a year earlier. The Ontario region (96,700), where total applications were tapering off, had some 16,000 fewer than at the same date in 1952, while number in the Prairie region (54,300) was moderately greater than last winter. The number of applications in the Pacific region (56,200) was also slightly above last year's total but is now decreasing steadily, according to usual seasonal patterns.

Current data on employment levels by industry show some interesting contrasts between the pattern developing at present and that which prevailed during the fall and winter of last year. At January 1, 1953, employment in the clothing industry was 15 per cent, in leather products 17 per cent, and in rubber products 5 per cent higher than a year earlier. In the durable goods group, motor vehicles and parts showed a year-to-year employment increase of nearly 12 per cent, electrical apparatus, 13 per cent, and heating and cooking appliances, 25 per cent. Slight year-to-year decreases occurred in the manufacturing of agricultural implements and wire products but these were minor compared to the increases recorded in the shipbuilding and aircraft industries, in which employment was about 17 and 63 per cent, respectively, higher than at the same time last year.

On the other hand, there was a marked reduction of employment in the forest industries, both on a seasonal and a year-to-year basis. Between December 1, 1952, and January 1, 1953, forestry employment across Canada decreased by about nine per cent. At the latter date employment levels in forestry were about 29 per cent lower than last winter. Construction employment dropped by about 12 per cent during December and January and the unusually mild weather made it unnecessary for many employers to hire casual labour for snow removal and related work. Employment in the maintenance of ways in railway transportation, for example, was nearly 10 per cent lower than at January 1, 1952.

Labour–Management Relations

SEVERAL settlements were reached during January and February, for the most part without interruption to production. There is some evidence that wage increases so far this year are smaller than those bargained on the average during 1952 but, at mid-March, negotiations were still in progress in several of the more important industries bargaining at this time of year.

The rise in the level of wages that occurred during 1952, in turn, was not quite as large as that during 1951. Studies of wage changes resulting from collective bargaining, while not altogether comparable, indicate that, in both years, about one-third of the workers covered received increases of between 10 and 15 cents an hour. In 1951, however, a considerable number of workers received larger increases, whereas in 1952 the majority received less. These studies are based on agreements received in the Economics and Research Branch.

Preliminary index numbers for about one-third of the industry groups covered in the Branch's annual wage survey also indicated, for the most part, smaller rises in 1952 than in 1951, although there were considerable variations between the industry groups.

Similarly, figures from the Dominion Bureau of Statistics of average weekly earnings showed an increase during 1951 of more than 11 per cent, while in 1952 the rise was of about seven per cent.

Wage Changes in 1,800 Collective Agreements Received in the Department of Labour, 1952

	Agreements Per cent	Workers Covered Per cent
No change	5	7
Less than 5¢	6	10
5¢ – 9.9¢	24	24
10¢ – 14.9¢	28	33
15¢ – 19.9¢	22	17
20¢ – 24.9¢	8	5
25¢ and more	7	4
	100	100

Although wage gains were smaller on the average in 1952 than in 1951, they meant more to Canadian workers who received them in terms of increased purchasing power. Whereas the consumer price index rose by almost ten per cent from January, 1951, to January, 1952, it declined by more than two per cent the following year. Workers who received raises during 1952 benefited, therefore, in 'real' as well as in 'cash' earnings.

Recent Settlements. Among recent important settlements, 1,200 employees of Frigidaire Limited at Scarboro (Toronto), members of Local 3570, United Automobile Workers of America (CIO-CCL), received a wage increase of two to eleven cents plus pension benefits under a recent agreement. The UAW likewise concluded an agreement covering 6,500 employees of Massey-Harris Company in Ontario, providing for wage increases of seven cents per hour for day workers and of varying amounts for other workers. This agreement also contains a clause stipulating that overtime is a voluntary matter for employees. Previously, an arbitration board had ruled that the employer had the right to require employees to work overtime.

About 1,000 workers received wage increases of eight per cent in

an agreement reached between *La Fédération Nationale des Gantiers* (CCCL) and the Canadian Glove Manufacturers' Association. At Sorel, an agreement between *Le Syndicat National de l'Industrie Métallurgique de Sorel* (CCCL) and Sorel Industries Limited provided for wage increases of five to thirty cents an hour for more than 2,000 workers.

The International Brotherhood of Electrical Workers (AFL-TLC) concluded an agreement with the Newfoundland Light and Power Company providing for a reduction in hours and a seven-cent wage increase.

Current Negotiations. At mid-March, negotiations or conciliation were in progress or about to begin in sections of the coal-mining, shipping, shipbuilding, electrical goods and construction industries.

Conciliation boards were being established for disputes in Nova Scotia and Alberta coal mines to deal with wage demands of the United Mine Workers of America (CCL).

In West Coast shipping, a conciliation board was established to deal with a dispute between the Seafarers' International Union (AFL-TLC) and three coastal shipping companies. Conciliation officers were appointed in two disputes involving the same union and (a) the Shipping Federation of Canada, covering deep-sea, dry-cargo operations on the East Coast, and (b) Canada Steamship Lines, one of the major companies in the St. Lawrence-Great Lakes shipping industry. A conciliation officer was also dealing with a dispute between the Canadian National Newfoundland Steamship Service and the Canadian Brotherhood of Railway Employees and other Transport Workers (CCL).

A dispute between five unions and the Port Arthur Shipbuilding Company had gone before a conciliation board.

Negotiations were in progress, or about to begin, in the construction industry in many Canadian centres. In Montreal, a conciliator was called in to assist in negotiations between the Montreal Builders' Exchange and the AFL Building and Construction Trades Council. The main demands are a 15-cent-per-hour increase and the 40-hour week. Wage rates in the construction industry rose by more than eight per cent in 1952. Increases were widespread last year and applied to almost all occupations in the major cities. The rates for most classes of tradesmen were augmented by gains ranging up to 45 cents an hour but most frequently between 10 and 20 cents. The most common increase accorded to tradesmen was 15 cents an hour and to labourers, 10 cents.

Strikes and Lockouts. During the first two and a half months of 1953, only 4,500 workers were involved in strikes, of whom about 1,000 were idle at mid-March. Almost half of these were members of CCCL affiliates on strike since last November at Grover Mills Limited and Marvyn Hosiery Mills Limited in Montreal. About 275 west coast grain handlers, members of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 333 (CIO-CCL), have been on strike since February 16 for a new agreement embodying wage increases and other benefits. This latter dispute tied up grain shipments at the port of Vancouver. Time loss from all strikes over the first two months totalled about 55,000 man-working days. During the same period in 1952, about 120,000 days were lost through work stoppages.

Current Labour Statistics

(Latest available statistics as of March 10, 1953)

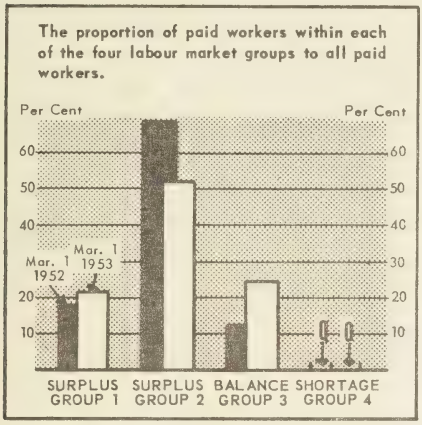
Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Feb. 21	5,194,000	− 0.1	−
Persons with jobs (a)	Feb. 21	5,015,000	−	−
Persons without jobs & seeking work (a)	Feb. 21	179,000	− 4.3	−
Registered for work, NES (b)				
Atlantic	Feb. 19	60,711	+12.8	+33.0
Quebec	Feb. 19	133,804	+ 9.1	+20.8
Ontario	Feb. 19	96,712	+ 2.1	−14.3
Prairie	Feb. 19	54,313	+ 2.5	+12.7
Pacific	Feb. 19	56,184	− 6.5	+ 7.8
Total, all regions	Feb. 19	401,724	+ 4.5	+ 8.7
Ordinary claims for Unemployment Insurance benefit	Feb. 1	313,425	+18.2	+ 8.9
Amount of benefit payments	January	$17,502,303	+60.2	+30.3
Index of employment (1939=100)	Jan. 1	187.1	− 2.7	+ 3.4
Immigration	January	5,627	−24.6	−
Industrial Relations				
Strikes and lockouts − days lost	February	23,777	−	−53.8(c)
No. of workers involved	February	3,757	−	−74.2(c)
No. of strikes	February	19	−	−
Earnings and Income				
Average weekly wages and salaries	Jan. 1	$53.96	− 3.9	+ 7.0
Average hourly earnings (mfg.)	Jan. 1	$1.34	+ 1.4	+ 5.4
Average hours worked per week (mfg.)	Jan. 1	42.3	− 0.5	+ 1.4
Average weekly earnings (mfg.)	Jan. 1	$56.64	+ 0.9	+ 6.8
Cost-of-living index (av. 1935-39=100)	Feb. 1	184.9	+ 0.3	− 3.1
Consumer price index (av. 1949=100)	Feb. 1	115.5	− 0.2	− 1.8
Real weekly earnings (mfg. av. 1949=100)	Jan. 1	117.4	+ 1.1	+ 9.2
Total labour income $000,000	December	958	− 0.2	+10.8
Industrial Production				
Total (Average 1935=100)	December	235.3	− 5.1	+11.2
Manufacturing	December	249.1	− 5.3	+11.5
Durables	December	305.7	− 1.9	+16.0
Non-Durables	December	212.9	− 8.3	+ 7.6

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas



DURING February, the seasonal trend towards increasing labour surpluses began to turn in the opposite direction. Although labour surpluses developed or increased in some areas, they disappeared in a number of areas in the Ontario and Prairie regions. These changes meant that at March 1, compared with a month earlier, there were four fewer areas in the Group 2 and one more in the Group 1 labour surplus categories and three more in the Group 3 balanced category.

The table on this page, comparing the current situaiton with that of a year ago, clearly reflects the effect of the lower level of pulp-cutting operations this winter. In Eastern Canada, about 20,000 fewer workers were employed in logging operations at March 1 than at the same time in 1952 and 1951. The resulting increase in labour surpluses was spread over a large number of agricultural and minor areas, chiefly in the Quebec and Atlantic regions. This, in turn, brought nine additional agricultural and minor areas into the Group 1 surplus category at March 1 than a year earlier.

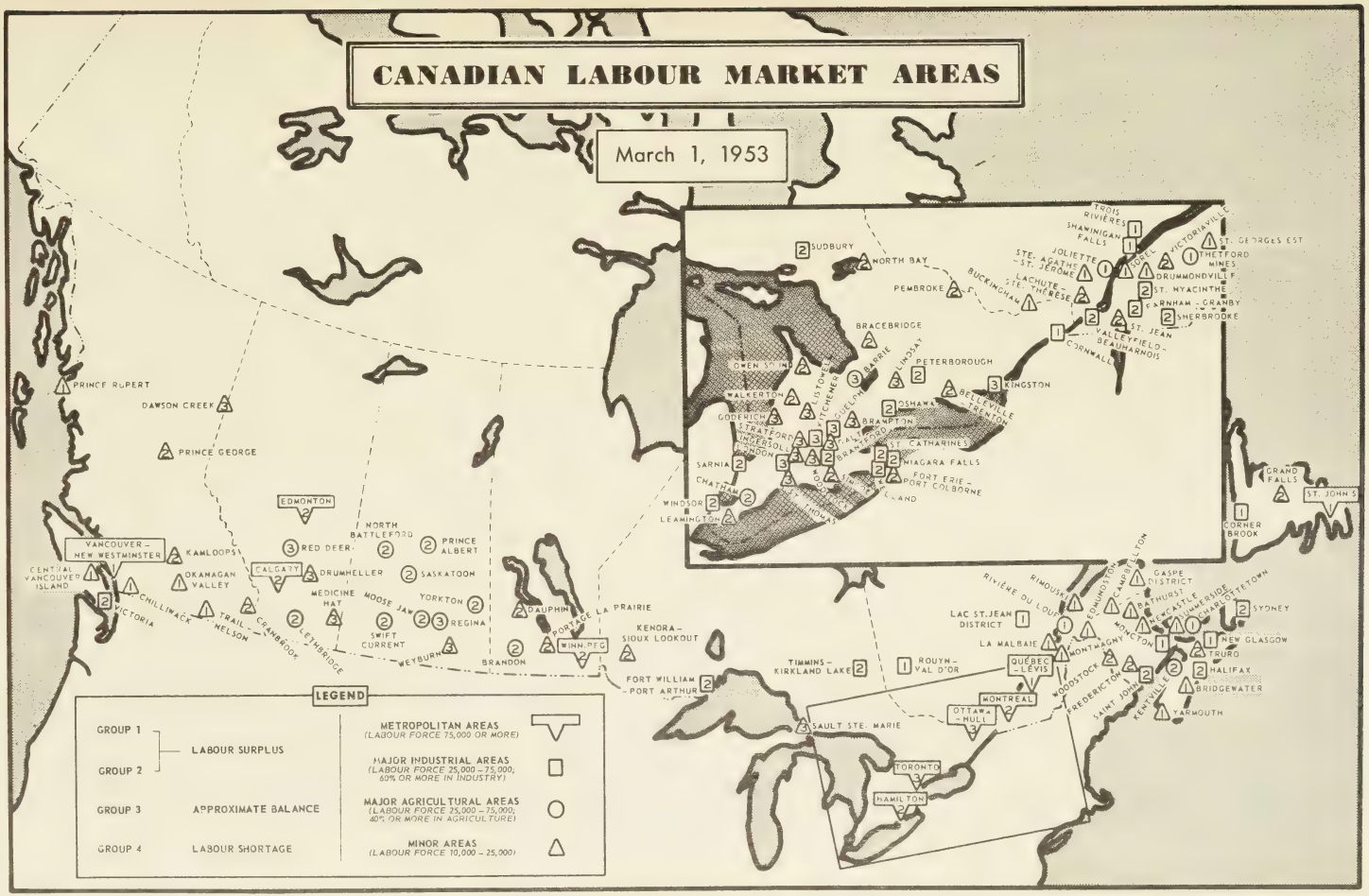
Conditions in industrial and metropolitan areas were, in general, somewhat move favourable than last year, largely because of higher employment levels in most consumer goods industries. In terms of the number of workers involved (see bar chart), the year-to-year decrease in the total number of areas in the balanced category was more than offset by the fact that in March, 1953, contrary to a year earlier, the Toronto metropolitan area was among those in the balanced category.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Mar. 1 1953	Mar. 1 1952	Mar. 1 1953	Mar. 1 1952	Mar. 1 1953	Mar. 1 1952	Mar. 1 1953	Mar. 1 1952
Metropolitan	3	3	5	6	2	1	–	–
Major Industrial	8	6	19	21	4	4	–	–
Major Agricultural	4	2	10	11	3	4	–	–
Minor	21	14	22	26	14	17	–	–
Total	36	25	56	64	23	26	–	–

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, MARCH 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Winnipeg	Ottawa – Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural industry)	Corner Brook Cornwall Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Trois Rivières	Brantford Farnham – Granby Fort William – Port Arthur Halifax Niagara Falls Oshawa Peterborough Saint John Sarnia Sherbrooke St. Catharines St. Haycinthe Sudbury Sydney Timmins – Kirkland Lake Valleyfield – Beauharnois Victoria Welland Windsor	Guelph Kingston Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Joliette Rivière du Loup Thetford Mines	Brandon Chatham, Ont. Kentville Lethbridge Moose Jaw North Battleford Prince Albert Saskatoon Swift Current Yorkton	Barrie Red Deer Regina	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Bridgewater Buckingham Campbellton Central Vancouver Island Chilliwack Drummondville Edmundston Gaspé La Malbaie Montmagny Nelson – Trail Newcastle Okanagan Valley Prince Rupert Rimouski Sorel Ste. Agathe – St. Jérôme St. Georges Est Summerside Yarmouth	Belleville – Trenton Bracebridge Cranbrook Dauphin Fort Erie – Port Colborne Fredericton Grand Falls Kamloops Kenora – Sioux Lookout Lachute – Ste. Thérèse Leamington North Bay Owen Sound Pembroke Portage la Prairie Prince George Simcoe St. Jean Truro Victoriaville Walkerton Woodstock, N.B.	Brampton Dawson Creek Drumheller Galt Goderich Ingersoll Lindsay Listowel Medicine Hat Sault Ste. Marie Stratford St. Thomas Weyburn Woodstock, Ont.	


CANADIAN LABOUR MARKET AREAS
March 1, 1953
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
CALGARY
RED DEER
DRUMHELLER
LETHBRIDGE
MEDICINE HAT
NORTH BATTLEFORD
PRINCE ALBERT
SASKATOON
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
KENORA – SIOUX LOOKOUT
FORT WILLIAM – PORT ARTHUR
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
SAULT STE. MARIE
SUDBURY
NORTH BAY
PEMBROKE
BUCKINGHAM
LACHUTE – STE. THERESE
JOLIETTE
STE. AGATHE – ST. JEROME
TROIS RIVIERES
SHAWINIGAN FALLS
VICTORIAVILLE
ST. GEORGES EST
THETFORD MINES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY
SHERBROOKE
VALLEYFIELD – BEAUHARNOIS
CORNWALL
ST. JEAN
BRACEBRIDGE
OWEN SOUND
BARRIE
LINDSAY
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
INGERSOLL
LONDON
OSHAWA
BRAMPTON
BELLEVILLE – TRENTON
ST. CATHARINES
NIAGARA FALLS
FORT ERIE – PORT COLBORNE
SARNIA
CHATHAM
WINDSOR
LEAMINGTON
TORONTO
HAMILTON
OTTAWA – HULL
MONTREAL
QUÉBEC – LÉVIS
LA MALBAIE
LAC ST. JEAN DISTRICT
RIVIÈRE DU LOUP
RIMOUSKI
GASPE DISTRICT
CAMPBELLTON
BATHURST
NEWCASTLE
CHATHAM
MIRAMICHI
MONCTON
DORCHESTER
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
SAINT JOHN
FREDERICTON
WOODSTOCK
GRAND FALLS
ST. JOHN'S
CORNER BROOK
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE
METROPOLITAN AREAS
(LABOUR FORCE 75,000 OR MORE)
MAJOR INDUSTRIAL AREAS
(LABOUR FORCE 25,000 – 75,000, 60% OR MORE IN INDUSTRY)
MAJOR AGRICULTURAL AREAS
(LABOUR FORCE 25,000 – 75,000, 40% OR MORE IN AGRICULTURE)
MINOR AREAS
(LABOUR FORCE 10,000 – 25,000)

ATLANTIC

Employment levels during February continued their usual seasonal decline in most of the areas in the Atlantic region and remained considerably below those of last year. The main reason why the levels are lower this spring is the reduction in logging activities this year. In addition, construction was seasonally less active, intermittent lay-offs occurred in some manufacturing lines and alternative seasonal jobs in ice harvesting, snow shovelling and waterfront work were scarcer than usual this winter. All areas in the region reported surpluses at the beginning of March. Twelve were in the Group 1 labour surplus category while the remaining eight were in the Group 2 surplus category.

The decline in activity was particularly marked in New Brunswick, where non-agricultural employment at January 1 was six per cent lower than a year earlier. Forestry, construction and transportation recorded decreases in employment of thirty, thirteen and nine per cent respectively. In the other provinces of the region, the level of activity was about the same as last year. Since the low point in employment is not usually reached until the middle of April, labour surpluses may become more pronounced in some areas during the next few weeks. The demand for construction workers will pick up, however, when recruiting for the northern defence projects gets under way during April.

Metropolitan and Major Industrial Areas. Because primary industries with seasonal peaks in the summer are principal factors in the economy of the Atlantic region, total employment usually falls off sharply during winter. Reflecting this situation, seasonal declines occurred in St. John's Nfld., during February in construction, fishing, logging and shipping. The declines in construction and fishing were less marked than in previous years but the mild weather which favoured these activities made logging difficult. If the lack of frost and snow continues, the log haul will not be completed this season.

Labour surpluses persisted in all six of the major industrial areas. Corner Brook shifted from the Group 2 to the Group 1 surplus category as the closing of its inland port caused lay-offs at the shipping department of the pulp and paper plant. Manufacturing employment declined slightly in Moncton, as small lay-offs occurred at food processing and heating equipment plants, and in New Glasgow, as a number of production workers in the steel products industries were temporarily released. In Halifax, job opportunities for seamen, longshoremen and construction workers were few but employment in the shipyards was at a high level. The shortage of sheet metal workers, machinists, welders and marine electricians continued.

Major Agricultural and Minor Areas. Registrations for employment at NES offices increased in each of the 13 areas in these classifications and with the exception of Grand Falls were at higher levels at March 1 than at the same time last year. The reduced wood cut was the principal reason for lower employment levels in these areas. In addition, the absence of job opportunities for wood cutters in Maine this winter reduced the over-all demand for labour. During the month, activity in the fishing industry was reduced as the season for smelts ended and the slackening in the demand for fresh and frozen fish caused lay-offs at some processing plants.

QUEBEC

Employment continued to decline during February as the seasonal low point was approached in some industries, while the beginning of the upward seasonal trend in others was still a month or so away.

In areas in which manufacturing industries are concentrated, employment was at a record level for the time of year. Furthermore, a slight decline in labour surpluses occurred in a number of industrial centres during the month and, contrary to the general provincial pattern, several of these areas reported smaller surpluses than at the same time last year.

On the other hand, labour surpluses in many of the more rural areas of the region were reaching their winter peak by March 1, as log-cutting and hauling were almost completed. As the weather allows, workers released from woods work will go progressively to jobs on road construction, river drives, farms, fishing, transport or hydro-electric power, mining and other resource development projects.

On the whole, little change has occurred in the labour market situation of local areas in the Quebec region. Increases which occurred in labour surpluses were mainly in the rural districts where unemployment was already heavy. At March 1, 17 areas were in the Group 1 and eight were in the Group 2 labour surplus categories.

Metropolitan Areas. Montreal recorded a slight drop in registrations by women at NES offices during February, offsetting an increase in applications by men. The area, however, remained in the Group 2 surplus category. Registrations by men in construction and general unskilled occupations were heavy. The development of jobs for these workers will depend on weather conditions in Montreal and northern resource development areas. A strong demand existed for skilled sewing-machine operators in the clothing and the boot and shoe industries, for tool and die makers and skilled metal workers in aircraft manufacturing, for cabinet makers and upholsterers in furniture making, and for stenographers. In Quebec city the dominant feature of the employment situation was the gradual completion of logging activities. Steady production in the boot and shoe, pulp and paper and other manufacturing industries did little to offset the influx of woods workers.

Major Industrial Areas. The more heavily-populated industrial areas of the Eastern Townships continued in the Group 2 labour surplus category with very little change during the month. Compared with a year earlier, labour surpluses were reduced or relatively unchanged in all but the Sherbrooke area, where the iron and steel industry has been operating below capacity for some time. Lac St. Jean, Rouyn—Val d'Or, Shawinigan Falls and Trois Rivières, affected by the highly seasonal activities in Quebec's hinterland, were in the Group 1 surplus category.

Major Agricultural and Minor Areas. Twelve of the fifteen major agricultural and minor areas were in the Group 1 category, the remaining three in Group 2. These areas, while greatly influenced by logging activity and while they account for 60 per cent of all the labour market areas in the province, include only a little more than 15 per cent of the paid workers.

ONTARIO

The Ontario labour demand and supply situation changed only slightly during February. Most manufacturing industries were operating at or near capacity and construction employment continued at higher levels than usual in winter. Employment increased in the automobile, clothing, meat packing and defence-connected industries. This increase was partly due to the fact that automobile plants opened after re-tooling and clothing manufacturers began production of their spring lines. On the other hand, there were further lay-offs in some of the iron and steel plants and in the farm machinery industry during the month and labour surpluses increased slightly in some of the logging areas as mild weather shortened the spring haul.

Labour surpluses in Ontario probably reached a peak early in February; slight but steady declines have occurred since then. Only three of the areas considered in this analysis, however, changed from the surplus to the balanced labour market category during the month and one area moved from the Group 1 to the Group 2 surplus category.

Metropolitan Areas. February saw little change in the labour markets of the three metropolitan areas. In Toronto and Ottawa–Hull, labour demand and supply were still in approximate balance and some surplus existed in Hamilton. There were further lay-offs in the construction industry in Hamilton and Toronto early in the month and although plans were underway for the erection of some large industrial and commercial buildings in these areas, hiring in February was light. Closure of the logging camps in the Gatineau district increased the labour surplus in Hull but exceptionally active construction sites in Ottawa were providing more jobs than usual at this time of year. Shortages of machinists, toolmakers, die-setters and machine shop workers continued in Ottawa and Toronto and a shortage of engineers developed in both these areas.

Major Industrial Areas. Employment in the Oshawa, St. Catharines and Windsor areas increased rapidly in February as automobile plants resumed full production but a slight labour surplus still existed in all three areas at the beginning of March. The generally high level of manufacturing employment in Kingston, Kitchener and London and the high level of construction activity in Guelph kept labour demand and supply in approximate balance in these areas. Cornwall was still in the Group 1 labour surplus category and not much change is expected until the opening of navigation in April. In Timmins–Kirkland Lake the labour surplus increased somewhat as logging operations were completed but this district is still among the ten major industrial areas with only a slight labour surplus.

Major Agricultural and Minor Areas. Of the 21 major agricultural and minor areas listed, 11 had approximately balanced labour markets and 10 had labour surpluses. The recall of some iron and steel workers who had been laid off for year-end production changes brought Owen Sound into the Group 2 surplus category while the re-opening of the General Motors plant in Oshawa moved the Lindsay area into the balanced category. Likewise hirings for a defence order brought the Goderich area also into the balanced category.

PRAIRIES

Labour surpluses rose slowly during the first half of February and levelled off in the second half as the weather in Alberta and southern Saskatchewan moderated. At March 1, labour demand and supply were in approximate balance in six areas, one more than a month earlier and two less than at the same time last year. The remaining 15 areas in the region were in the Group 2 labour surplus category.

With the exception of coal mining and pulp-cutting, industries in the region continued to operate at levels higher than last year. The increase was greatest in Alberta, where the developments of the past few years in manufacturing industries continued to expand the base of industrial employment. Manufacturing employment in this province expanded by 13 per cent in 1952 and was accompanied by similar gains in trade and the service industries. This high rate of expansion will probably continue, since new construction in 1953 is expected to equal or exceed that of 1952.

Metropolitan Areas. Labour surpluses persisted in the three metropolitan areas, although the demand for labour in Edmonton and Calgary was rapidly approaching the point of approximate balance with the available supply. Shortages of engineers continued in Calgary, and in both centres the demand for sheet-metal workers, welders, electricians and plumbers exceeded the supply. The surplus of miners increased in both areas and large numbers of skilled and unskilled construction workers were still idle. It was expected that the available construction workers would be fully employed as soon as weather permitted. Much of the industrial and defence construction begun in 1952 remains to be completed and the value of new construction permits in the three months preceding February was almost double that for the corresponding period in the previous year.

The labour surplus in Fort William—Port Arthur increased slightly during February. Most of the increase was the result of the lower level of pulp-cutting operations, which employed 4,000 men at the end of the month, compared with 7,500 at the same time in 1952. Manufacturing industries in the area, however, continued to operate at a higher level than last year. Employment in aircraft manufacturing continued to increase but tool and jig makers were in short supply.

Major Agricultural and Minor Areas. Most areas in these classifications were in the Group 2 labour surplus category at the beginning of March. Labour surpluses increased in Drumheller, Kenora—Sioux Lookout, Medicine Hat, Red Deer and several smaller areas as a result of employment reductions in coal mining and logging; but preparations for spring farm work were reflected in an increasing number of orders for farm labour.

PACIFIC

Hiring in the Pacific region started its seasonal rise about two weeks earlier than usual this year. Total job applications at NES offices in the region reached a peak of 60,100 at January 22 but had declined by more than 5,000 by March 1.

Light snowfall this winter made possible an early start in construction, the most buoyant sector of the provincial economy. Current and prospective labour demand was particularly strong in residential building and in the larger engineering projects, both of which are expected to set new employment records this year. Employment in a number of other industries also rose seasonally but the retarding influence of reduced export demand was still apparent. The number of idle loggers fell sharply as the weather improved, although some camps that re-opened in January closed again during Feburary because of rapidly increasing log inventories. Excessive inventories of finished material were also responsible for the temporary closing of a pulp mill and the lay-off of some 350 workers. In addition, two more base metal mines closed during the month, reportedly because lead and zinc prices were not high enough to permit profitable production. Activity in the fishing industry was at its lowest point in more than a decade.

Excess supplies of labour were evident at all points of the region at the end of February, although the increase in activity was reducing the size of labour surpluses. At the end of February, 1953, six of the ten labour market areas surveyed were in the Group 1 and four were in the Group 2 surplus categories. At the beginning of March, five areas were in the Group 1 category compared with four areas in this category at the beginning of March, 1952.

Metropolitan and Major Industrial Areas. Vancouver—New Westminster was still in the Group 1 surplus category at the end of February, although the labour surplus had been cut down by the movement of workers to outlying construction and logging areas. Fifteen hundred men were rehired during the month for the Kitimat and Kemano developments and several other large construction sites in the region were expected to draw most of their labour requirements from this area. Construction within the city was not yet fully active but the value of permits issued during January was three times that for the same month last year, indicating that additional construction workers would soon be hired. Employment conditions in other industries were less buoyant, with lay-offs in effect or impending in sawmills, pulpmills and shipbuilding. Employment in both fish-canning and sheet-metal firms was well below last year's level.

Applications for employment on file with the NES office in Victoria decreased during the month, although the reduction was insufficient to bring the area into the balanced category. There was little change in the shipbuilding and construction industries although the volume of work on hand points to high employment levels next summer. The strike of grain handlers in Vancouver was responsible for a sharp increase in shipping activity in Victoria during the month.

Minor Areas. Logging operations in Central Vancouver Island increased moderately but the industry was hampered by weather and the uncertain market outlook. Surpluses of loggers were still substantial at all points in the area. In the Nelson—Trail area, the level of Kootenay Lake rose sufficiently to ease the power shortage that was partly responsible for the closing of several mines. Many of these will remain closed, however, until base metal prices improve. Labour demand in the Okanagan Valley was at the usual low level for this time of the year.

Manufacturing Plant Expansion in Quebec

MARKED industrial growth in the province of Quebec during the past five years is reflected in the large number of new jobs created through the construction of new manufacturing plants and plant extensions. It is estimated that about 30,000 additional production workers were required to staff the new manufacturing plant facilities completed from 1948 to 1952. This was about 30 per cent of total employment resulting from such industrial expansion throughout Canada in this period.

The 30,000 new jobs recorded by Economics and Research Branch surveys from 1948 to 1952 were in the following industries: textiles, 6,500; transportation equipment, 6,000; and electrical apparatus, 4,000. The chemical, food products, iron and steel, non-metallic minerals, paper products, and wood products industries each added about 1,500 workers. The remainder was divided among six smaller industry groups.

Total manufacturing employment in Quebec increased from 340,000 at the beginning of 1948 to 375,000 by the end of 1952. This increase took place almost entirely in 1951 and 1952. Aggregate manufacturing employment remained stable from 1948 to 1950 as diverse movements within the individual industries offset each other. Consumer goods manufacturing experienced a rapid growth in the early post-war years as many new plants were built to produce electrical appliances, furniture and textile products. At the same time, such industries as shipbuilding, iron and steel and aluminum were reducing employment. Increases in employment in consumer goods industries were small after 1950 but the slack was taken up by the defence-connected and capital goods industries, which expanded their plant facilities significantly during the last three years.

Textile manufacturing, the largest industry in the province in terms of employment, also provided the largest number of new jobs through plant expansion in the past five years. A number of large new primary mills, such as those producing cellulose fabrics, came into operation in the early post-war years. In 1951 and 1952, the emphasis was more on the construction of clothing manufacturing plants than on primary textiles establishments. In spite of a slump in the industry in 1951 and early 1952, its capacity continued to expand and 1,800 new jobs were created in 1951 and 1,500 in 1952 through the expansion of production facilities.

The rapid expansion of aircraft production in the past three years has provided large numbers of employment opportunities in the Montreal area. Employment tripled in the large assembly plant in the area with the extension of plant capacity. One new engine plant was completed in 1952 and two others, to be opened in 1953, are under construction. As a result, employment in the industry increased from 7,500 in 1950 to 15,000 in 1952 and further expansion in the work force is expected in 1953.

Recent developments in the Canadian chemical industry have been shared by the province of Quebec. The manufacture of industrial chemicals, and more recently of petro-chemicals, has developed rapidly, particu-

larly in the Shawinigan Falls and Montreal areas. Because of the high degree of automatic operation in the industry, the creation of 1,500 new jobs in the five-year period ending in 1952 represents a sizeable increase in both plant capacity and production. Several large new petro-chemical plants are in the planning or construction stages.

The increasing rate of exploitation of the vast mineral wealth of the province has caused a continued growth of employment in the secondary metal industries. About 2,500 workers have found jobs since 1948 in new manufacturing plants in the non-ferrous metal and non-metallic mineral products industries. Copper, asbestos and titanium processing industries are prominently represented in this group. A further addition to the titanium refinery in Sorel, which was completed in 1950, was carried out last year. Quebec's aluminum industry, with the world's largest installation, has been developing rapidly in the last two years. This development has included the expansion of hydro-electric and chemical plants as well as the construction of new pot-lines.

Montreal's position as a major petroleum refining centre was enhanced by the construction of seven refineries or refinery expansions from 1948 to 1952. The completion of these new facilities resulted in an increase in employment, from 1948 to 1952, estimated at about 1,000 workers, although labour content in this industry is relatively low. Most of the expansion was completed by 1951 and only one small addition (in terms of employment) took place in 1952.

The rate of capital investment in the pulp and paper industries in the province has been very heavy during the post-war period but in many cases this has been in the form of new machinery and equipment rather than the construction of new plants. Most of the new factories completed were for the manufacture of secondary paper products, such as containers, writing paper and waxed paper. No new newsprint mills have been built but two establishments for the manufacture of sulphite pulps and groundwood were completed. In all, some 1,500 jobs were created through plant expansion in this industry in Quebec during the last five years.

The 2,750 new jobs created in electrical apparatus manufacturing in the same period represent a growth both in the manufacture of consumer goods and of heavy electrical equipment. In general, the consumer goods' plants increased production rapidly until 1950, and less rapidly since then, while plants manufacturing electronic equipment, electrical control equipment, aviation electrical equipment and heavy electrical apparatus have been expanding considerably since 1950.

In 1953, it is expected that there will be a decline in the volume of industrial construction in the province, following a similar trend for the country as a whole. Most defence plants still under construction will be completed by 1953 and will require additional workers. Five new chemical plants are scheduled for completion in 1953, with staff requirements set for approximately 300. Further development of metal smelting and refining facilities is under way, with the possibility of the construction of a new zinc refinery. However, the carryover of industrial construction in Quebec from 1952 to 1953 is smaller than the unusually high volume carried over from 1951 to 1952.

Notes of Current Interest

Labour Presents Briefs To Federal Cabinet

Canada's major labour organizations presented their annual briefs to the Government this month.

The Trades and Labour Congress of Canada presented its brief on March 3, the Canadian Congress of Labour on March 6, the Canadian and Catholic Confederation of Labour on March 10 and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on March 13.

Detailed accounts of the four briefs and the Government's replies will appear in the April issue of the LABOUR GAZETTE.

Louiseville Strike Ends With Contract Unsigned

The long strike by the Textile Workers' Syndicate (CCCL) at Louiseville against Associated Textiles Limited came to an end in mid-February without the renewal of the contract, when the syndicate decided not to cancel the membership of those who returned to work.

After a strike lasting exactly 11 months, the dispute has not been settled but the syndicate, in view of the failure of the latest attempts at settlement and the unlikelihood of inducing the company to sign a collective agreement acceptable to the members within a reasonable length of time, has decided to allow the textile workers to return to work.

This strike, which began on March 10, 1952, when more than 800 textile workers left their jobs, has been one of the most bitter in the history of trade-unionism in the province of Quebec. It has been marked by prosecutions, by intervention on the part of the Provincial Police, and by the reading of the Riot Act. The CCCL even came close to ordering a general work stoppage by its 93,000 members throughout the province.

The plant reopened its doors on July 21 and some 500 workers were employed there when the syndicate made its decision.

The basic rate of pay is now 85 cents an hour, 12 cents more than it was when the strike was called. The main issue was not the wage question but the problem of union recognition.

* * *

The 8-month strike at Durham, Ont., was called off February 18 by the International Woodworkers of America (CIO-CCL) without a settlement being reached. The union represented 126 employees of the Durham Furniture Company, Limited, when the strike began July 21, 1952. At the end of January, some 60 employees were still out of work in the dispute over wage increases, union security and vacations.

CCL Will Seek Action On 20-Point Program

The Political Action Committee of the Canadian Congress of Labour has adopted a 20-point program for which the Congress will seek the support of Canada's political parties.

The program calls for: higher unemployment insurance benefits, payment of benefits during illness, social security legislation, a national health plan, federal aid for equal opportunities for education, a national labour code, the check-off of union dues, full employment, a guaranteed annual wage, a low-cost housing program, vacations with pay, statutory holidays on a national level, a 40-hour week and a minimum wage, old age pensions of $65 at age 65 without a means test, lower income taxes, an excess profits tax, international trade, a reduction in the cost of living, higher family allowances and a bill of rights.

3 Provinces Forecast Labour Legislation

Speeches from the Throne at the openings of three provincial legislatures in February contained statements of interest to labour.

In Ontario, the Speech from the Throne forecast amendments at this session to the Unemployment Relief Act and the Workmen's Compensation Act.

In New Brunswick, the Lieutenant-Governor said legislation will be submitted to strengthen employer-employee relations in the province.

In Saskatchewan, the Throne Speech announced that amendments to the Workmen's Compensation (Accident Fund) Act "designed to increase certain benefits" would be introduced. A Rehabilitation Act will be submitted to the Legislature.

70169—2

AFL Calls on Affiliates To Seek Wage Increases

The American Federation of Labor has urged all its affiliates to seek higher wages this year. The 15-member AFL executive board, holding its mid-winter meeting at Miami Beach, Fla., approved an economic report which declared that a rise in workers' spending power is needed to avert a depression.

The report, titled "Wages and Future Economic Stability" and prepared by Boris Shiskin, AFL Economist, said wages are not keeping pace with productivity. "An ominous disparity has developed," the report stated, "between how much workers are able to produce and how much they are able to buy."

According to the AFL study, productivity from 1949 until the end of 1952 advanced 13.2 per cent while the factory wage level, measured in constant dollars, went up only 7 per cent. If this disparity is allowed to continue for several more years, the report continued, production will outrun consumption and a depression as serious as that of 1929 will result.

Some observers feel that the report's emphasis on productivity as the chief justification for wage increases indicates that AFL unions will place less reliance this year than in other years on rising living costs as their major argument for pay increases.

Wage Increase Chief Aim Of CIO Unions in 1953

Wage increases head the list of 1953 bargaining goals announced by some major unions in the United States.

The Textile Workers Union of America (CIO) in New England will seek a 6.5 per cent pay boost for 90,000 cotton and rayon workers. Last June an arbitrator's award reduced this group's wages.*

The woollen and worsted branch of the union, however, has decided not to seek an increase but will resist wage cuts.

A "substantial" wage increase will be demanded by the CIO communications workers; the amount has not been stated. In addition, the union wants higher retirement benefits, shorter wage progression schedules, a hospitalization, surgical and medical plan, and an improved grievance procedure.

*As recently as December 9 a local of this union in Putnam, Conn., agreed to a nine-cent-an-hour pay cut to improve an employer's competitive position.

The International Woodworkers of America (CIO) are asking for a 22½-cent hourly pay boost; in addition they want a six-hour instead of the present eight-hour work day. Present IWA contracts in the Northwestern States expire April 1.

The United Auto Workers (CIO) want the annual productivity increase raised from four to five cents an hour and 21 cents of the present 25-cent-an-hour cost-of-living bonus added to basic wage rates.

Although the UAW's five-year contract with General Motors still has two and a half years to run, Union President Walter Reuther is urging the company to grant wage and pension improvements this year because of the introduction of the new consumer price index in the United States. The agreement contains an escalator clause and Mr. Reuther contends that a change in the Government's method of computing the cost-of-living index calls for re-opening of negotiations.

The United States Bureau of Labor Statistics is preparing a formula for linking the old index, based on average prices for the 1935-39 period, with the new index, which is based on 1947-49 prices. But the UAW contends that this is a matter for negotiation.

The International Union of Electrical Workers (CIO) has issued and sent to all employers in the industry a complete outline of its 1953 collective bargaining program. The goals outlined are: wage increases, by automatic escalator clauses, in proportion to the increase in living costs; an automatic productivity increase of not less than 2½ per cent to 3 per cent a year; revision of incentive systems to assure that workers' take-home pay rises in proportion to production increases; a guarantee of equal pay for equal work for women, with a minimum of not less than $1.25 an hour; and an employment security fund to supplement state unemployment compensation.

The Amalgamated Clothing Workers of America (CIO) is demanding a general 15-cent hourly increase for workers in the men's clothing, shirt and cotton garment industry.

U.S. Assistant Secretary

John W. Edelman, legislative representative of the CIO Textile Workers, has been nominated as an Assistant Secretary of Labour of the United States. During the Second World War Mr. Edelman set up the labour office in the Office of Price Administration.

1953 Wage Demands Studied by CCCL

A committee has been set up by the Canadian and Catholic Confederation of Labour to study the question of 1953 wage increases for its members who are in low wage groups and for those whose wages are lower than in similar industries in other provinces, Gérard Picard, CCCL General President, has said.

The committee is composed of spokesmen for the 17 federations representing all the industries in which the group has membership. Prominent industries in the group are textile, metal, mining and paper making. Altogether the confederation has more than 90,000 members throughout the province.

Mr. Picard said that in some cases the Confederation will direct its attention to fringe benefits for workers but in the low-paid industries there will be a tendency to demand upward wage adjustments.

Wage Increase Denied U.K. Cotton Workers

A claim for a 10-per-cent wage increase for 27,000 workers in the British cotton spinning and weaving industry has been rejected by the Industrial Disputes Tribunal. The claim was referred to the Tribunal last November when negotiations between the employers and the unions became deadlocked.

The unions based their claim on cost-of-living increases since the industry's last wage boost in 1951. The employers argued that, because of harder selling conditions and keener competition from rivals overseas, an increase at the present time would create added difficulties for the textile industry.

British Coal Miners Given Wage Increase

Miners in Great Britain have been granted a six shilling weekly pay rise. The State Coal Board, which took over the industry in 1947, agreed to the increase for about 400,000 men in the lowest-paid brackets.

In return for the increase, the mine union promised to recommend that Britain's 700,000 miners continue to work voluntarily on Saturdays.

A spokesman for the coal board said this Saturday shift was important because it helped maintain Britain's export quotas.

Rail Workers' Wages Rise 110 Per Cent Since 1926

In 25 years, the average annual earnings of Canada's steam railway employees rose 110 per cent, from $1,479 in 1926 to $3,110 in 1951, according to the Dominion Bureau of Statistics. The 1951 figure is 97 per cent above the 1939 average, $1,578.

This information is included in a DBS Reference Paper, *Steam Railway Employees and Their Compensation, 1926-1951,* published last month.

NAM Opposed to Link Of Wages, Productivity

Any attempt to link wages with productivity is impractical and undesirable, stated the National Association of Manufacturers in the United States recently.

The Association drew this conclusion from a study made by its research department of "the available facts on productivity and their economic significance" and "the performance of the entire economy in utilizing the services of workers".

While it recognized a substantial increase in over-all output in the last 50 years, the Association declared that too little was known about year-to-year fluctuations and future trends to permit wages and efficiency to be closely tied.

Not Workable Concept

The Association said that so many factors entered into productivity and so many obstacles barred dependable measurement of its growth that the tying of wages to estimates of output per man hour was not a workable concept.

Expressing productivity increases in terms of lower prices would be one of the best ways of ensuring that they would be shared by all segments of society, including pensioners and others on fixed incomes, the Association said.

In its study the Association considered the effects of stepped-up scientific research, increased capital investment, full employment and the defence boom.

"It is impossible," it declared, "to foresee just where the balance will be struck and whether productivity will grow faster or slower than it has in the past.

Unsatisfactory Tools

"Even if there were grounds for conceding the desirability of a policy of linking wages with productivity, the statistical tools for carrying it out are crude and thoroughly unsatisfactory," the study declared.

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Histadrut Seeks to Link Wages to Productivity

The General Federation of Labour in Israel (Histadrut) is experimenting with a system of linking wages with production, said Moshe Bitan, the Federation's American representative, in an interview in Montreal recently. Production boards, composed of representatives of management and labour, are being set up in factories to work out systems for paying employees for increased output.

"We don't want the Soviet system of one worker competing against another, but we want collective competition between the shops and the factories to step up our production," said Mr. Bitan. He pointed out that the premium system would probably differ from industry to industry.

Mr. Bitan said that the Federation thought of itself not as a pressure group to squeeze more out of the national income for the worker but as an organization responsible for the economy of the country.

"We know if the country goes bankrupt the workers would be the first to suffer," he said.

Seventy-five per cent of the workers in Israel are organized under the Federation, said Mr. Bitan.

November Labour Income Breaks All Records

Again in November Canadian Labour income broke all previous records, reaching a total for the month of $960,000,000, the Dominion Bureau of Statistics has estimated. October's total was $951,000,000 and that for November 1951, was $872,000,000.

The total for January-November 1952, was $9,910,000,000, compared with a total of $8,867,000,000 for the same 11 months the year before.

Only labour income in the primary industries—agriculture, forestry, fishing, trapping and mining—remained unchanged in November; all other major industrial groups recorded increases. But even in the primary industries the 11-month total in 1952 was higher than that for the same period in 1951.

Swedish Steel Workers Settle for 1952 Wages

Trade unions representing approximately 150,000 metal workers in Sweden have signed with the industry an agreement for 1953 which contains no wage increase. Wage provisions in last year's contract will continue in force.

Since the metal industry workers form the largest single group in the country, it is expected that their agreement will set the pattern for all wage agreements in Sweden for the coming year.

This year it was decided that wage negotiations in Sweden would be conducted on an industry basis, rather than follow the practice of recent years of negotiating over-all wage agreements between the Labour Federation and the Swedish Employers' Association (L.G., Aug. 1947, p. 1124).

The unions decided not to press for over-all increases in wage rates because of the general feeling that Swedish export industries are labouring under higher relative costs than other European competitors and that, to a great extent, these higher costs result from high wage rates. Instead, the unions decided to concentrate on contract clauses which provide for equal pay for men and women and for additional compensation in work involving hardship.

Norwegian Labour Body Argues Against Raises

A resolution urging its members not to renounce the wage agreements expiring in 1953 has been passed by the National Council of the Norwegian Federation of Trade Unions. The Council, composed of 135 representatives of the 40 national trade unions in Norway, stressed the danger of a new price rise resulting from higher wages.

The new state taxation scheme which will come into effect in the autumn will mean a substantial tax reduction for most working class families, the Council pointed out. It stated that if the cost of living in Norway does not rise, this tax alleviation will correspond to a wage increase for many workers.

The resolution appealed to the Government to continue its efforts to reduce the cost of living and urged other trade and industrial organizations to follow the lead of the unions in trying to keep prices down.

Teamsters Move Headquarters

The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL) has transferred its headquarters from Indianapolis, Ind., to Washington, D.C. Temporary offices have been set up in the building of the National Association of Letter Carriers while the Teamsters look for a building of their own.

Personal Income Here $17,146,000,000 in 1952

Personal income in Canada amounted to a record $17,146,000,000 in 1952, according to the White Paper tabled in the House of Commons the day before the Budget was brought down. The previous high, reached in 1951, was $15,582,000,000.

The eight-per-cent increase, the White Paper said, was almost wholly a gain in "real" income, since the consumer price index averaged only 2·5 per cent higher than in 1951.

Personal savings were 8·2 per cent of income after taxes in 1952, 8·3 per cent in 1951, 4·8 per cent in 1950 and 9 per cent in 1949.

Personal Income in U.S. At Record Level in 1952

Personal income in the United States rose 5·5 per cent during 1952 to reach an all-time record of $268·5 billion, the Department of Commerce reported recently. However, the average wage earner's net income during the year was about the same as in 1951, when the national income reached $254 billion, because the total income was spread over a greater population and higher taxes and prices cut deeply into take-home pay.

Of the $14 billion income rise during the year, $8 billion was made up of wage increases. All major groups in the country shared in the gain except farmers, whose earnings fell 3·2 per cent from $15·5 billion in 1951 to $15 billion in 1952.

While the dollar increase in total income was 5·5 per cent, higher taxes held the gain in disposable income—amount after tax—to four per cent. High prices helped further to reduce net incomes to the 1951 level.

Baron Resigns as Head Of UTWA in Canada

Sam Baron, one of the central figures on Canada's labour scene for the past eight years, resigned from his position as Canadian Director of the United Textile Workers of America (AFL-TLC) at the beginning of March. He plans to return to the United States.

Mr. Baron took over as head of the UTWA in Canada last May after the union had dismissed Communist members of its executive. Before that Mr. Baron was Canadian Director of the Textile Workers Union of America (CIO-CCL). He left that post in 1951 after a disagreement with the union's International President.

He took part in the CCL's fight to expel Communist elements from its membership and was one of the founders of the International Confederation of Free Trade Unions.

Dr. McNally Again Heads Committee on Disabled

Dr. G. Fred McNally, former Chancellor of the University of Alberta, has been re-elected Chairman of the National Advisory Committee on the Rehabilitation of the Disabled. The Rev. J. C. Beaudin, chaplain of the Victor Doré School for Crippled Children, Montreal, was again named Vice-Chairman.

The elections were held at the close of a two-day meeting of the Committee in Montreal last month.

Elected to the executive committee were: Dr. L. W. Shaw, Charlottetown; J. S. White, Regina; Dr. Hoyle Campbell, Toronto; Max Dodds, Toronto; Roy Campbell, Westmount, Que.; Col. E. A. Baker, Montreal; and R. Edgar Guay, Quebec. Mr. Dodds represents organized labour on the Committee.

1952 Housing Completions Drop 10 Per Cent

Construction began on 83,246 new dwelling units during 1952, a number more than 21 per cent higher than the 68,579 begun the previous year, the Dominion Bureau of Statistics has reported. The number completed during the year, however, was 10 per cent lower: 81,310 were completed in 1951, only 73,087 in 1952.

Under construction at the end of 1952 were 55,689 units, 21 per cent more than the 45,926 under construction a year ago.

Both completions and starts were higher in December than in the same month of 1951, completions numbering 7,076 compared with 6,499 and starts numbering 3,732 compared with 2,217.

December was the sixth successive month of higher starts and the fourth of higher completions.

* * *

January housing starts in the United States were nearly seven per cent fewer than December's but nine per cent more than in January 1952. The January 1953, total was 71,000, according to preliminary estimates of the Bureau of Labour Statistics, United States Department of Labour. Starts in December numbered 76,000 and in January 1952, 64,900.

CIO's Allan S. Haywood Died February 21

Allan S. Haywood, Executive Vice-President of the Congress of Industrial Organizations, died February 21 in Wilkes-Barre, Pa.

The 64-year old union leader, a bitter foe of Communism during his long career in organized labour, collapsed while addressing a union meeting and died on the way to hospital.

Mr. Haywood rose from a coal miner's job in England to the CIO's second-ranking office. He was familiarly known as "Mr. CIO" because of his success in organizing workers in the mass production industries. After the death of Philip Murray last November, he lost the contest for the presidency of the 4,000,000-member labour organization to Walter P. Reuther but was re-elected Vice-President, a position he had held since 1942.

Mr. Haywood was born in England in 1888. From 1901 to 1906 he was a member of the British Miners' Federation.

Joined Mine Workers

He emigrated to the United States in 1906 and joined the United Mine Workers of America. From 1936 to 1937 he was an adviser to the United Rubber Workers of America and was active in negotiations between the United Auto Workers of America and the major automobile manufacturers.

In 1937 he was appointed Regional Director for the CIO in New York City. From 1938 to 1940 he was the Eastern Area Regional Director of the UAW.

Mr. Haywood was a member of the Steelworkers Organizing Committee and helped to found the United Steelworkers of America. He was National Director of Organization for the CIO since 1939.

The funeral was held in Taylorville, Ill., where Mr. Haywood made his home when he entered the United States.

3 Well-known Canadian Unionists Died in Feb.

Three Canadian labour executives died during February. They were Henry William Watts, editor of the Vancouver *Labour Statesman* and a former secretary of the Vancouver, New Westminster and District Building Trades Council (AFL), who died in Vancouver February 15; Maurice Turgeon, secretary of the Trucking Industry Parity Committee and former executive secretary of the Canadian and Catholic Confederation of Labour, who also died February 15 in Quebec; and Cecil M. Shaw, organizer for the International Brotherhood of Electrical Workers (AFL-TLC), who died in Toronto February 16.

Mr. Watts had been editor of the *Labour Statesman* for more than 30 years. Mr. Shaw was considered an authority on apprenticeship training. During the war, he was a member of the Regional War Labour Board for Ontario. For 30 years he served as financial secretary of Local 353 of the IBEW.

Mariano Bishop Dies, Was TWUA Official

Mariano Bishop, who defeated George Baldanzi last May for the post of Executive Vice-President of the Textile Workers Union of America (CIO), died in Passaic, N.J., on January 2.

Mr. Bishop was 46 years of age. He held his first union post in the early 1930's as business agent for the Printing Workers Union, an affiliate of the United Textile Workers of America (AFL).

In 1938 he became leader of the textile workers' organizing committee and two years later, Regional Director of the TWUA in the southeastern Massachusetts and Rhode Island area.

He became northern cotton-rayon director of the union in 1943 and National Director in 1945.

William Pollock, Executive Secretary-Treasurer since the establishment of the TWUA in 1939, has been temporarily appointed Executive Vice-President to succeed the late Mr. Bishop. Temporarily appointed Executive Secretary-Treasurer was John Chupka, for several years wool and worsted director.

Nearly Million Jobs Found by NES in 1952

Workers recruited by the National Employment Service filled a total of 981,297 jobs during 1952. This was an increase of 55,148 over the 1951 figure of 926,149 and sets a new record for the postwar years.

During the year, the majority of applicants referred to jobs were accepted by employers.

Of the total placements made by the NES in 1952, 802,885 were regular placements, 178,412 were casual jobs. Included in the total placement figures were 6,819 placements of executive and professional personnel and 14,900 placements of handicapped persons.

1952 Rehabilitation Gains Exceed Past Decade's

"We, who for years saw the need of a national co-ordinated program for the civilian disabled, can now see that more has been accomplished in the last year than was accomplished in the previous ten years in this direction," said Dr. G. Fred McNally, former Chancellor of the University of Alberta and Chairman of the National Advisory Committee on the Rehabilitation of the Disabled, in addressing the opening session of the Committee in Montreal February 17, 1953.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, outlined some of the progress which had been made to date. Recognizing the necessity of knowing as precisely as possible the needs of those handicapped people who were unemployed and seeking work, the Committee had at its last meeting recommended a pilot survey of the handicapped registered for employment in Montreal. Since then the survey had been approved by the Government and was now well underway. Although it was as yet too early to judge the results fairly, it was evident so far that about 50 per cent of those registered would be greatly aided in finding and holding suitable jobs, if they were provided with a variety of forms of aid, including medical treatment and training.

Considering Further Steps

On the subject of training, Mr. Campbell pointed out that during the past six months the number of handicapped receiving training under the Federal-Provincial Training Agreements had increased, and stated that further steps were now under consideration to broaden the scope of training for the disabled needing it.

Headway with another recommendation of the National Committee had also been made in the direction of producing more trained personnel to handle the more highly technical problems of the rehabilitation program. Approaches had been made to the various universities across Canada with a view to increasing the number of young people entering or specializing in physical medicine with a view to entering the rehabilitation fields. As a direct result of previous efforts by the National Committee there was already an increased interest in the occupational and physiotherapy fields. Sparking this program was Dr. Hoyle Campbell, of Toronto, representing the Canadian Medical Association on the Committee.

The National Co-ordinator pointed out that Canada was not losing sight of the fact that much could be learned from other nations' experience in the field of rehabilitation; direct liaison had been established internationally for this purpose, he stated. The Committee endorsed a recommendation from Arthur MacNamara, Deputy Minister of Labour, that the Co-ordinator visit the United Kingdom to study progress in the field of rehabilitation there.

* * *

The work of the National Advisory Committee on the Rehabilitation of the Disabled was described by the Hon. Milton F. Gregg, Minister of Labour, in a speech to the Local Council of Women, Montreal, on February 26.

U.S. Wage Controls End, Some Price Ceilings, Too

Wage and salary controls in the United States were suspended and price ceilings on many items removed by President Eisenhower in an Executive Order dated February 6.

The order is designed to eliminate in an orderly fashion the controls under which the economy of the country has been required to operate for the past two years.

All wage and salary regulations and orders issued by the Wage Stabilization Board and other stabilizing agencies are suspended. Adjustments in compensation, including retroactive payments, which employers and unions agree on may now be put into effect without the restraints imposed by the controls.

In issuing the order, the President said the production of and demand for goods and services were approaching a practicable balance and that the earliest possible return to freedom of collective bargaining would serve to strengthen the national economy and thereby the national security. He said that it was now appropriate to permit adjustments of wages, salaries and other compensation arrived at through the process of free collective bargaining or other voluntary action to become effective.

In the first of a series of orders under which all price controls will be lifted, the President authorized the Office of Price Stabilization to decontrol a wide and varied list of consumer goods, including all meat products, all furniture, all apparel, all meals sold in restaurants and public eating places, and nearly all the thousands of items normally sold in department stores.

These controls, the President said, have not been effective in protecting the family budget against high prices.

APPRENTICESHIP NOTES

"Employers Must Lead In Training Apprentices"

Support for Ontario's new trade-school system of apprentice training, in which $600,000 has been invested during its first year of operation, was urged recently by an official of the Ontario Department of Labour.

Speaking to a meeting of the Sudbury Builders Exchange on the shortage of skilled workers, Cy Blackwell, District Inspector of Apprenticeship for Northwestern Ontario, said employers must take on the responsibility of building up the country's trades labour force.

In all the 14 officially designated trades, he said, the lack of fully-skilled workers is being felt and will grow worse unless industry itself undertakes to correct it.

The change-over from an agricultural to an industrial economy is seen by Mr. Blackwell as the cause of the shortage. Wartime expansion and industrial practice since have tended toward specialization, with the result that too few tradesmen have the all-around knowledge of their trade necessary for a high degree of skill in it.

Government to Continue Training of Draftsmen

Government departments at Ottawa have received notification from the Civil Service Commission that the Staff Training Division will continue its training program for student draftsmen in an endeavour to meet the present shortage.

The program provides for two courses, one in map drafting and one in general drafting, to run concurrently over a period of six months.

According to present plans, the school will get underway in the early summer.

Company Trains Workers Before it Opens

Because a company planning to open a new plant in Newfoundland later this year found it would not be able to find enough qualified mechanics and machinists to fill the jobs which it will have available, it has embarked on a training program which, it hopes, will build up over a period of years a skilled labour force.

According to a report in the St. John's *Evening Telegram,* 17 boys from widely scattered parts of the province have already begun training at the plant's school, although full details of the course are still being worked out by the company —Canadian Machinery and Industries Construction Limited—and the Canadian Vocational Training Branch of the federal Department of Labour.

The training program, the *Telegram* states, is an integral part of the operation of the plant. The company, when it established its plant in Newfoundland, agreed with the provincial Government to enter the apprentice training field on an extensive scale.

Plan Permits Half Day At Work, Half at School

In an attempt to halt the loss of students to industry at an early age, the Niagara Falls Board of Education has adopted a plan, in which local employers are cooperating, for attendance at classes on a half-day basis.

Arrangements have been made so that boys and girls who are forced by economic reasons to leave school, and those who leave only because an industrial wage is more attractive than school, can work in a shop or office during the mornings and attend classes during the afternoon. Thus the students can complete their education and earn a wage at the same time.

Newfoundland Appoints Apprenticeship Director

Newfoundland has taken the first step in implementing the Apprenticeship Act, 1952, with the appointment of W. J. May as Director of Apprenticeship. Mr. May will be charged with the administration of the Act.

A native of St. John's, Mr. May has been an active trade unionist. He was at one time Secretary of the Newfoundland Federation of Labour and has held office on the provincial Labour Relations Board and the Workmen's Compensation Board.

An Apprenticeship Board consisting of equal representation from labour and management and one official from each of the Department of Labour and the Department of Education will be appointed to designate the trades in which apprenticeship regulations will be enforced and to regulate apprenticeship contracts.

1952 Immigrants Fewer Than 1951 by 15 Per Cent

Fifteen per cent fewer immigrants were admitted to Canada during 1952 than during the previous year, the Department of Citizenship and Immigration has reported. Immigration totalled 164,498 in 1952, compared with 194,391 in 1951.

Immigrants from the British Isles, however, were 36 per cent more numerous and immigration from the United States increased 20 per cent. North European arrivals were 13 per cent fewer and those from other countries, 40 per cent fewer.

A gain was recorded in the number of Canadians returning from the United States, 4,707 returning in 1952 compared with 3,635 in 1951.

January immigration decreased 57 per cent from the same month last year. In the first month of 1952, 13,131 immigrants reached Canada; in January this year, the number dropped to 5,627.

Only immigrants from the United States were more numerous this January than last. In January 1953, 747 persons emigrated from the United States to Canada; a year earlier, 565 came. The increase was 32 per cent.

Immigrants from the British Isles were 39 per cent fewer in January this year than in the same month last year; from North Europe, 62 per cent fewer, and from other countries, 70 per cent fewer.

Australia Reduces Immigration Quota

Because of the current economic slump, Australia has cut its immigration quota for the next six months. Last year's quota was 150,000.

Australia has been assisting immigrants by paying all but £10 of their boat fare, letting them live in hostels until they are settled and helping them find jobs. Now this arrangement will apply only to immigrants who have relatives or friends in Australia who will vouch for them.

The new quota will allow 20,000 to come from the United Kingdom, 10,000 to come unassisted from Europe and another 10,000 from Europe assisted by cheap passages.

TWUA Defeats AFL Rival In Two Ontario Plants

The last major contest in the struggle between the Textile Workers Union of America (CCL-CIO) and the United Textile Workers of America (AFL-TLC) in Ontario ended January 28 in victory for the CIO.

On that date the Ontario Labour Relations Board dismissed an AFL application for certification at Cosmos Imperial Mills in Hamilton.

Earlier in the month, on January 9, the TWUA defeated the UTWA in an election at Grout Ltd., St. Catharines, Ont., by a vote of 73 to 55.

This was a repeat election. An earlier election several weeks before, in which the AFL was the victor by one vote, was protested by the TWUA on grounds of irregular activities by AFL officials during the conduct of the election. An OLRB investigation upheld the charges and the Board ordered a new election.

Old Age Assistance Recipients Increase

The number of persons receiving old age assistance in Canada increased from 81,016 at September 30, 1952, to 84,776 at December 31, 1952.

The federal Government's contribution under the federal-provincial scheme totalled $4,800,505.38 for the quarter ended December 31, 1952, compared with $4,721,683.31 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $16,502,085.39.

During the quarter, 3,935 persons receiving old age assistance were transferred to the administration of The Old Age Security Act as compared with 3,334 in the preceding quarter. Since the inception of the Act, 9,667 recipients have been transferred.

As at December 31, 1952, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.50 to $37.97, except for one province where the average was $23.51. In Newfoundland, which pays a maximum of $30 a month, the average was $29.04.

Nfld. Vocational School Graduates 114 Students

During the school year 1951-52, a total of 140 students were enrolled in regular trade courses at the St. John's, Newfoundland, Vocational Training Institute. Of these, 114 received certificates in automotive mechanics, diesel mechanics, carpentry, electrical work, metal machinery, bricklaying, plumbing and wood machining.

Many students from outlying areas of the province attended the six-to-nine-month courses. All of the students in plumbing and bricklaying were placed in employment.

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Fewer Blind Allowances Paid at End of 1952

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,313 at September 30, 1952, to 8,299 at December 31, 1952.

The federal Government's contributions under the federal-provincial scheme totalled $740,413.01 for the quarter ended December 31, 1952, compared with $758,206.10 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $2,964,845.09.

During the quarter, 120 persons receiving blind allowances were transferred to the administration of The Old Age Security Act as compared with 99 in the preceding quarter. Since the inception of the Act, 431 recipients have been transferred.

As at December 31, 1952, the average monthly allowance in the provinces ranged from $37.98 to $39.50. In all provinces the maximum allowance paid was $40 a month.

Que. Industrial Accidents Up 1.3 Per Cent in 1952

The number of claims for workmen's compensation in Quebec in 1952 was 1·3 per cent higher than in 1951, it has been announced by E. C. Kirkpatrick, President, Province of Quebec Accident Prevention Association. A total of 97,177 claims was filed during the year, he said.

While final industrial accident costs have not been compiled, they are expected to pass the $15,000,000 mark.

This is the largest number of accident claims filed in one year since the inception of the Workmen's Compensation Act in 1931, Mr. Kirkpatrick noted.

1951 Official Figures

The number of industrial accidents reported to the Quebec Workmen's Compensation Commission rose from 86,246 in 1950 to 95,930 in 1951, according to the provincial *Statistical Year Book* published recently.

During 1951 the sum of $7,129,325.72 was allotted in compensation to injured workers or their dependents. A reserve fund of $8,197,654.33 was created for claims awaiting decision.

In 1950 compensation paid out was $6,864,931.38 and the reserve fund amounted to $8,784,226.54.

These figures refer to those industries where employers contribute either a percentage of payrolls or a specific sum to the fund established under the Workmen's Compensation Act and not to those industries in which employers pay directly to the accident victim or his dependents the compensation determined by the Commission.

Employees Compensation Branch Issues Report

During the fiscal year 1951-52, the Employees Compensation Branch of the federal Department of Labour handled 12,857 claims for accidents and occupational diseases in the public service of Canada and made disbursements totalling $1,208,514, according to George G. Greene, Director.

The number of claims was largest in Ontario (4,528) and smallest in Prince Edward Island (48). Disbursements in these two provinces were $428,753 and $6,010 respectively. Quebec and British Columbia had a few more than 2,000 claims each and Nova Scotia and Alberta about 1,100 each. No other province had more than 700.

The Department of National Defence submitted 4,790 claims. The Post Office was next with 2,229. All other departments had fewer than 1,000 each.

Of the 12,857 claims on which disbursements were made, 4,192 were for compensation and medical aid, 8,529 for medical aid only, and 39 for new pensions.

N.B. Labour Council Marks 50th Anniversary

The Saint John Trades and Labour Council (TLC) last month celebrated the 50th anniversary of its formation.

Hon. Milton F. Gregg, Minister of Labour, was one of the speakers at the commemoration banquet. Others who spoke were Percy R. Bengough, President of the Trades and Labour Congress of Canada; Hon. D. D. Patterson, New Brunswick's Secretary-Treasurer; Hon. Arthur E. Skalling, New Brunswick Minister of Labour; Mayor E. W. Patterson of Saint John; and John N. Flood, President of the Canadian Construction Association.

Mr. Gregg spoke of early trade union history in Saint John.

* * *

Another 50th anniversary celebration last month was that of Local 25, Bricklayers, Masons and Plasterers' International Union of America (AFL-TLC), Fort William. Chief speaker at the commemoration banquet was John McLeod, the union's Vice-President in Canada.

N.B. Cabinet Ratifies Agreement with IBEW

The first collective agreement between a New Brunswick government department and an international union has been signed.

The Chairman of the New Brunswick Electric Power Commission, Hon. E. J. Fournier, last month recommended that the provincial Cabinet approve a one-year contract between the Commission and its workers in seven locals of the International Brotherhood of Electrical Workers (AFL-TLC). Cabinet approval was given February 19.

This is the issue on which the previous Government of the province decided to call last year's election.

The contract contains a no-strike clause and reduces to a 40-hour work week with no reduction in take-home pay.

Other provisions in the agreement are a union shop, by which all employees covered by the contract must join the union within six months; voluntary revocable check-off of union dues; sick leave and vacation benefits.

The contract is subject to renewal every year. If a dispute over renewal can not be settled by negotiation, it will be given to an arbitration committee.

Name Part-time Members Of B.C. Labour Board

The four part-time members of British Columbia's reconstructed Labour Relations Board have been named by Labour Minister Lyle Wicks. They are George Home, Secretary-Treasurer of the British Columbia Federation of Labour (CCL) and Jim Barton, President of the British Columbia Trade Union Congress (TLC), representing labour, and Fred W. Smelts and Maj.-Gen. C. A. P. Murison, representing employer associations. The permanent chairman of the board is D'Arcy Baldwin.

Both labour unions and employer associations in the province have urged that the Board be continued on a full-time basis.

In a brief presented recently to the provincial Government, five groups of British Columbia employers, representing 75 per cent of all industry in the province, said the part-time Labour Relations Board would not work and that the full-time board was cheap insurance against vast sums lost in strikes.

"It is our view," the brief stated, "that it is all the more imperative there should immediately be available at all times a strong and impartial board to administer the ICA Act."

In its annual brief to the provincial Government at the end of last year, the Trades and Labour Congress emphasized its desire for retention of a full-time Board and urged that no change be made in it.

The British Columbia Federation of Labour (CCL) took a similar stand at its convention in January.

International Department Established by CCL

The Canadian Congress of Labour last month established an International Department and named as its Director a Canadian recently returned from more than a year's service with the International Confederation of Free Trade Unions in Brussels.

The CCL is the first Canadian labour organization to set up such a department.

Appointed Director of the new department is Martin Levinson of Hamilton, Ont.

"One of the functions of our new department will be to ascertain information relating to international policies of concern to Canadian labour so that we may intelligently express our views on such subjects," said CCL Secretary-Treasurer Donald MacDonald when announcing its establishment. Another major task of the new department will be to seek closer relationships with other *bona fide* trade union movements throughout the world.

A graduate from McMaster University and a veteran of the Royal Canadian Navy, Mr. Levinson has been Research and Educational Director for the International Woodworkers of America (CIO-CCL) in Eastern Canada and Chief of Service in the ICFTU organizational department.

Union Shop Pact Signed By More U.S. Railroads

More railroads in the western United States last month signed the standard union shop contract with 17 non-operating unions first negotiated with lines in the East (L.G., Jan., p. 19; Feb., p. 187). In addition, the Pullman Company signed a union shop pact covering about 18,000 workers in all parts of the country.

Among the major lines recently signing the agreement were the Rock Island, on which some 25,000 employees are affected; the Western Pacific (8,000 employees); the Minneapolis & St. Louis (5,000); the Elgin, Joliet & Eastern (3,000); the Toledo, Peoria & Western (4,000); and the Chicago & Eastern Illinois (2,500).

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Director of Organization Appointed by CCL

The Canadian Congress of Labour has appointed a Director of Organization. He is Joe MacKenzie of Toronto, at one time Canadian Director of the United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL).

Until Mr. MacKenzie's appointment, announced last month, the CCL's organizational efforts were directed by Secretary-Treasurer Donald MacDonald.

5-Year Pact Ruled Bar To Representation Vote

Unions in the United States have been encouraged to make long-term contracts similar to those developed in the auto industry in 1950 by a recent decision of the National Labour Relations Board.

The Board ruled unanimously that five-year collective bargaining agreements in the automobile and farm equipment manufacturing industries could be used to prevent union representation elections for the duration of the contract.

The action of the Board upheld the contention of two employers and three unions in the automobile industry that contracts should operate as restrictions on elections for their full term. Usually, rival unions can try to take over a plant every year through representation elections.

The members of the Board believed that stability of labour relations could better be served by holding as a bar collective bargaining agreements even for five years' duration when a substantial part of the industry concerned is covered by contracts with similar terms.

Expansion in Petroleum Creates 2,000 New Jobs

About 2,000 permanent new jobs have been created in the petroleum products industry since 1948 through the construction or expansion of about 25 oil refineries.

This growth, following on the discovery of the Leduc oil fields in 1947, was reflected in an increase in the employment index for the petroleum products industry from 149.3 in 1949 (1939=100) to 172.5 in 1951.

Labour Relations Official Replaced in Quebec

Paul E. Bernier, Secretary of the Quebec Labour Relations Commission, was dismissed December 15 on the recommendation of the provincial Civil Service Commission.

Mr. Bernier had been Secretary of the Commission since its establishment in 1944.

Gérard Vaillancourt, a Quebec lawyer, has been named to succeed him.

Extracts from Hansard of Interest to Labour

Proposal to Increase Family Allowances

January 19

Mr. H. R. Argue (Assiniboia) moved:

That, in the opinion of this House, the Government should give consideration to the advisability of introducing legislation increasing the amounts paid under the Family Allowances Act to the extent necessary to compensate for the increase in the cost of living since the said Act was first enacted.

He said: . . .I believe it is in the interest of Canada both at this time and in future years to see increased family allowances and in this way help to provide better food, better clothing, better educational opportunities and better medical care for growing Canadian children. . .

An increase in the family allowance at this time is an investment in the future. It will mean that our children, who reach manhood and womanhood in better health, will have the opportunity of receiving better education. It will mean that when they take their places as adults in our national life they will make a greater contribution to the production of our country because of their improved health standards and better educational qualifications. This increase in our national production will bring with it an improvement in our standard of living. . .

Not only will an increase in family allowances contribute to a greater production of wealth in Canada in years to come, but if this country in the future is again called upon to face a national emergency such as we had between 1939 and 1945, I believe our young citizens would be better able to come to the defence of our way of life.

When I introduced the resolution a year ago the Minister of National Health and Welfare said that perhaps I had missed a

more important point, that I should have been advocating that the age limit be increased from 16 to 18 years. All I say to the Minister on that point is that if the Government thinks that is a better way to improve family allowances, than by increasing by some 60 per cent the basic rates, as I now advocate, I shall be perfectly happy to accept such an amendment, and shall agree that such action would constitute a reasonable improvement in family allowances for the time being.

I do feel however it is not right or fair for any government in any year to pass a social security measure and then, in years following, by permitting a condition of inflation to prevail, take away a large part of the social security effected by the measure.

The increase in the cost of living has reduced by at least 40 per cent the effectiveness of amounts received for family allowances since August 1944. If we are to restore to the family allowance cheque the 1945 value, then the present dollar value of those cheques needs to be increased by 60 per cent. This would increase minimum payments from $5 to $8 per child per month, and maximum payments from $8 to $13 per child per month.

The cost-of-living index in August 1944, was 118·9, while in November 1952, it had risen to 184·8, or an increase in that period of time of more than 55 per cent. If one looks at the main items on which family allowance payments are spent one finds that while the clothing index was 121·5 in August 1944, in November of last year it stood at 205·5, or an increase of 69 per cent. In that same period of time the food index increased from 131·5 to 229, or an increase of 74 per cent.

I say that in view of these increases of 69 and 74 per cent on clothing and food, respectively, the suggestion I make that family allowance payments should now be increased to the extent of 60 per cent is a modest one, and something the Government should implement immediately.

If one looks over some of the important food items he will find that the increase in cost is considerably greater than the general cost-of-living increase. For example, we realize that milk is the most important single item of diet in the life of every child, and we find that the price of milk has increased from 10·4 cents a quart in January 1944, to 21·1 cents in October 1952. This increase was brought about mainly by general inflation, and a general increase in the cost of production and distribution. But in part, the increase was brought about by the fact that the Government removed the subsidy that at one time it paid on milk.

The price of stewing beef, one of the cheaper cuts of meat, increased from 22·7 cents per pound in January of 1944 to 59·5 cents in October 1952. Meat is a high protein food which is one of the essentials in the diet of children. I am sure that any medical man will tell you that it is necessary to good health. As I have pointed out, the cost of stewing beef increased by some 150 per cent.

The general effect of the increase in the cost of living has been a decrease in the consumption of milk. In 1946 the consumption of milk in Canada was some 60 million hundredweight; the consumption of milk in 1951 had decreased to 58,650,000 hundredweight, or approximately two per cent. From 1941 to 1951 the population of Canada increased 18·6 per cent. In other words, in the period from 1944 to 1952, although the consumption of milk was going down, on the other hand our population was increasing rapidly. From the figures that I have already given I estimate that from 1944 to 1952 the per capita consumption of milk in Canada went down 10 per cent.

I think part of the reason for the reduction in the consumption of milk can be attributed to the fact that the family allowance cheque was steadily losing its purchasing power. There is no one in this House who can say that Canada cannot produce all the milk that our people can consume if they have the finances with which to purchase it. . . I believe that an increase in family allowances at this time would be followed by an increase in the consumption of milk and that in turn would react to the benefit of our dairy industry...

The present family allowance cheque is pretty small. Five dollars per month will not buy many quarts of milk. Five dollars per month will not contribute very much toward the cost of providing for a new child coming into the home. During the debate last year I quoted an article from *Life* magazine which stated that in New York city it cost approximately $400 to provide all the things necessary for the well being of a newly-born child. The article went on to state that the various items of equipment, the utensils and clothing necessary, might be purchased for as low as $275, but that was considered to be the rock bottom price. It would take a great many family allowance cheques to pay the cost of things necessary to provide for the care of a newly-born child even at that lower price. . .

While our defence expenditures may level off or decrease I hope for a continued increase in the real production of wealth in this country. In recent years our wealth has been increasing at the rate of between four and five per cent annually. That annual increase of between four and five per cent in our gross national production is sufficient to cover all our social security payments including family allowances, old age and blind pensions and those made under other measures. . .

In advocating an increase in family allowances I would point out that the Minister of Fisheries (Mr. Sinclair), formerly Parliamentary Assistant to the Minister of Finance, in a well-delivered speech in this House before Christmas argued that social security payments were transfer payments, that they were not for the provision of materials and labour for the use of the government. In other words, an increase in family allowances does not increase the burden upon the Canadian people; an increase in family allowances merely transfers purchasing power from the more well-to-do to those less well-to-do, in this instance to Canadian parents. . .

The question needs to be answered as to whether Canada can afford such an increase. I believe we can. I admit it is a considerable amount of money but I believe it can be paid, as I have said, out of our increased wealth production. I estimate that a 60-per-cent increase in the family allowance would cost the national treasury an additional $192 million in any one year. Our gross national production for the year ended March 31, 1952, was some $21·2 billion. The 60-per-cent increase in the family allowance that I am advocating represents less than one per cent of the gross national production. Let us take a look at what has been happening to the share of the gross national production that is being used for family allowances. In the fiscal year 1946-47 $245 million was spent on family allowances. Our national wealth production in that year was some $12 billion. In other words, two per cent was paid out of our production in 1946-47 for the purpose of family allowances.

For the year ended March 31, 1952, the amount paid for family allowances had increased to $320 million but our national production had increased to $21·2 billion, and family allowances in 1951-52 represented only 1½ per cent of our national production compared with two per cent in 1946-47. The suggestion I make is that the percentage of our national production that is used to provide family allowance payments should not be allowed to decrease, and most certainly not to the extent of 25 per cent over a five-year period. . .

Mr. F. H. Larson (Kindersley): I could not take very serious issue with the Hon. Member when he feels that family allowances should be continued and increased as we can pay for them. He has made an impassioned appeal to many classes in this country including labour, the textile industry and the dairy industry. There is only one particular class to whom he did not make a very serious appeal, and that is the taxpayer. It is not the man who drives the Cadillac or the lady who wears the mink coat who pays the largest amount of taxes in this country, but the ordinary person like the Hon. Member and myself. We pay indirect taxes on practically everything we use. Most of the revenue of this country comes from that source. . .

I feel that family allowances are very important, and I feel that as soon as we can collect enough money from the taxpayers to increase those allowances we should do so. But I believe that our one great aim should be to see that everyone in this country has an opportunity to get a job that will pay enough money to keep a family. Then our family allowances program, as it goes forward, could supplement the income that the father earned. As I say, I am greatly opposed to the measure the Hon. Member has brought forward. I am in favour of family allowances, because I certainly support wholeheartedly the Government that conceived them, introduced them and is paying them now. As soon as it is felt that we can afford to increase those allowances, then I shall be in favour of that. . .

Mr. Ray Thomas (Wetaskiwin): Mr. Speaker, I am going to take about two minutes to speak in support of the motion . . . I believe, however, that there are one or two other considerations which the Government should take into account at the present time. The first is that, in my opinion, a larger income tax exemption should be allowed for those who are receiving family allowance. At the present time the exemption is pretty much of a joke. But more important than that point is this one. Before any increase is given, I believe that consideration should first be given to the extension of the age limit beyond 16 for those children who are carrying on with their education. In many cases, among the lower income families, we find that the children have to quit school after 16. As a result of that fact their productive capacity in later life is restricted.

As I say, we agree that the family allowance is inadequate at the present time and we should like to see an increase in it. But at the same time I think that consideration should first be given to those children over the age of 16 who wish to continue their education. What the age limit would be is something I would leave to the Minister of National Health and Welfare (Mr. Martin). But in many cases the children are forced to quit school immediately upon reaching the age of 16 because the family income just does not allow them to go on...

Mr. A. F. Macdonald (Edmonton East): I hope that the Minister of Health and Welfare (Mr. Martin) will use his usual good judgment... I would ask him to make sure that it is within our ability at the present time to pay another $192 million a year to increase by 60 per cent the family allowance figure set out by the Hon. Member who proposed the resolution.

This is one form of social security I wish to see retained on the statute books; and if it is ever going to be increased I want it to be increased to an amount we can sustain for all time to come.

I would hope that when the Minister speaks he would take into consideration the amount of money involved, and that he would consider the resolution and, in the light of the amount of money available from the taxpayers of this country, consider the possibility of supporting an increase in this form of social legislation.

Hon. Paul Martin (Minister of National Health and Welfare): . . .No one has suggested, and I am sure no one will suggest, that the Government takes issue with the principle of the suggestion involved. Certainly to oppose this resolution, as I shall, for the reasons I shall give, will not justify anyone in saying that the administration or the supporters of the Government in the House do not believe in the principle of family allowances. . .

The proposal put forward by my hon. friend is naturally one that captures and encourages the support of anyone who wants to see our children receive increasing opportunities. There is no one who could legitimately oppose that measure. But it is one thing to propose, and then it is another thing to be able to find responsible and practicable means of carrying out that proposal. And I suggest with vigour and sincerity to the Hon. Member who proposed this resolution that his suggestion is not practicable. . .

The significant thing, in answering the suggestion that the Government should commit the people of Canada to an expenditure of $192 million in addition to what has already been spent for family allowances, is that it is important to note the history of the administration of the measure. This would include not only its present total cost, but also all those related factors which would enable a responsible man to come to a conclusion as to whether or not at this time, in the light of overriding obligations in regard to health, or other obligations of the Government, this is the moment to embark upon such a proposal.

We have paid out in nine years in family allowances some $2,131 million. That is the amount up to December 31, 1952. The expenditure on family allowances for the fiscal year 1951-52 is to be found at pages 140 and 141 of the report of the Department of National Health and Welfare, which I tabled last Thursday. That report indicates that the estimated cost of family allowance payments in the fiscal year 1951-52 will total $320,880,854.

That in itself represents a substantial sum of money. There is only one source from which that money can come—indeed, there is only one source from which any expenditure of this or any other government can come—and that is from the hard work of the people of the country.

That fact cannot be emphasized too often; because it is one thing to suggest that there should be more social services —and I take second place to no Hon. Member in pressing for that objective—but, at the same time, if one wants to be responsible in his protagonism of legitimate social reform, there should constantly be brought home to the people a reminder as to the only source of all government expenditures.

May I say . . . that the question before us is whether or not, in the face of the expenditure of $320 million for family allowances, apart altogether from what other expenditures are maintained in the field of health and welfare on federal account, we can honourably impose upon the people of Canada at this time a further expenditure of $190 million in connection with this one particular matter.

When you add to that the fact that we are spending over $300 million on old age security payments, let alone the other expenditures which I am going to detail before I resume my seat, I question very much whether the people of Canada would agree that this is the moment to embark upon this particular proposal. Not only do I question that; I would say to the hon. gentleman that my correspondence and contacts as Minister of National Health and

Welfare lead me to suggest that if there is any reform in connection with family allowances that is being put forward with greater vigour than any other, it is the suggestion made by the Hon. Member for Wetaskiwin (Mr. Thomas), who said that he would prefer to see the age qualification increased from 16 years to at least 18 years. I would certainly agree with him that there seems to be greater justification and greater demand for that kind of reform than there is for the reform put forward in the motion now before us. . .

I have given the estimated expenditures in family allowances for the fiscal year 1951-52. The figures for the calendar year 1952 are very interesting indeed. They show a total of $330,827,545, with an average monthly payment from January 1952, to October 1952, of roughly $27 million. November and December of 1952 show an increase in family allowance payments, with the result that the average for those two months was a little over $28 million. In January 1952 we paid out in family allowances $27,400,000 to 1,956,183 families representing 4,496,739 children. In December, when the average monthly payment rose from $27 million to $28 million, payments were made to 2,021,745 families representing 4,668,987 children. . .

This Act was intended to benefit the great majority of the people. It was predicated upon the fact that 19 per cent of the working population of Canada is responsible for almost 84 per cent of the children of Canada up to 16 years of age. It was predicated upon the fact that our wage system does not take into account the obligations of a parent with one or more children as compared with those of an employee who is not married. It was done in a way that no other country in the world has succeeded in doing, without in any way encouraging a disposition to depress the wage scale of the wage earners of the country. At first labour was a little concerned about this measure, and not unnaturally so. They had seen the experience of France and at least 20 other countries of the world where family allowance schemes were in existence and where their maintenance had been used, not to add to the daily receipt of income by the wage earner but as a means of depressing wages, as a means of substituting payments by the state for the fact that the employer had failed to carry out his obligation in terms of economic return to his employees.

I . . . make no apology for the attitude I am taking with regard to this proposal. In fact in taking the attitude that I do, I feel I am strengthening the structure upon which the family allowance measure in this country is based. I want to see it preserved. I do not want steps taken now which might result later in a serious reduction in this or in any other social welfare measure. That has happened in Great Britain; it is happening today in France. That has happened in Belgium and in at least four other European countries. It has happened in at least three Latin-American countries that I know of.

The estimate for the fiscal year 1953-54 for family allowance payments is $347 million. We estimate that the increase on the basis of the present program is from $12 million to $15 million annually. . .

It is interesting to note the percentage of net national income spent on family allowances in the four countries, including Canada. It will be seen that on this basis of comparison Canada is ahead of Australia and Great Britain, our percentage being 1·86, Australia's 1·44 and Great Britain's ·55, while New Zealand is higher than Canada, being 2·62. But taking the relation of family allowances to other social security expenditures—and this is something we must do when we consider a proposal of the magnitude put forward by the Hon. Member whose motion we are now discussing—in Canada for 1951-52 family allowances represented 25·5 per cent of all social security expenditures. This is a larger proportion than in any of the three countries I have mentioned. It is larger than Australia whose percentage is 23·3, than New Zealand whose percentage is 25·5, and than Great Britain whose percentage is 4·5.

Therefore if we were to adopt the proposal the result would be that in relation to other social security benefits we in Canada would be spending much more on family allowances than on our other social security measures. What one has to do—because there is a limit to the availability of money for these purposes—is to consider the effect of any particular proposal on existing measures or upon other proposals or projects that the administration may have in mind. . .

It seems to me we have to keep in mind three important considerations. First, of all, as the Hon. Member for Skeena (Mr. Applewhaite) mentioned, family allowances, or any other social benefits, were never intended to cover the complete cost of child maintenance. That is what any social benefit is, a contribution toward some form of maintenance. It cannot be anything else; and certainly if family allowances

were intended to provide for full maintenance we would have to acknowledge at once that we had changed the character of our economic and social system. The second point to consider is that, without any increase in the amounts of benefit family allowances this year will cost us $332 million and some odd thousand. Third, each year there is an increase in the cost of this measure by some $12 million.

Now, the House will no doubt agree that, in the face of the fact that we are engaged in a commitment to spend over $2 billion for national defence, for preparations to preserve our way of life, together with other tremendous but I think responsible expenditures in the field of social welfare, and having in mind the universal demand that is made by hon. gentlemen opposite for a cut in taxation, it is hardly responsible at this time, in respect of this one measure, to make the proposal that has been made. If one were to calculate the suggestions for expenditures made on the other side, and place those alongside the charges that are being made against this Government, I am sure that would be the greatest demonstration of lack of logic that the political life of Canada has ever witnessed. . .

I have indicated that this year we will spend $332 million in family allowances. When you consider the huge amount involved, it would not be unnatural to expect that we would be spending, by way of total administration costs, much more than is being spent. Last year the Department of National Health and Welfare spent in the administration of this gigantic program less than $2 million, specifically $1,858,000; Treasury spent $2,627,335; Public Works, which looks after our ten regional offices, spent $234,758. The whole administration cost of family allowances, administered by the federal Government, was $4,720,093. I doubt if you could find a better example of careful accounting and careful expenditure. . .

I feel, Mr. Speaker, that this very dry recital of the facts from our point of view will be a conclusive answer to the hon. gentleman who is proposing this resolution. It is not a denial of the validity of the principle. We believe in family allowances within our capacity and to the extent that we are able to meet other obligations. This suggestion has been made from other quarters of the House as well, and we should like to be able to accede to it at this time. For the reasons I have given, I believe we should not accede to it. . . I move the adjournment of the debate.

Mr. Deputy Speaker: Mr. Martin moves, seconded by Mr. Fournier (Hull) that this debate be now adjourned.

The House divided on the motion, which was agreed to on the following division: Yeas, 91; Nays, 40.

Voluntary Revocable Check-off

January 20

The House resumed, from Tuesday, January 13, consideration of the motion of Mr. Knowles for the second reading of Bill No. 2, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): When I adjourned the debate last Tuesday I was examining certain views that had been expressed in a previous debate by some of the main supporters of the amendment which is now before the House. I had occasion more particularly to refer to the debate on the Maintenance of Railway Operation Act of 1950, and to the remarks of both the leader of my hon. friend, the Hon. Member for Rosetown-Biggar (Mr. Coldwell) and the Hon. Member for Vancouver East (Mr. MacInnis). I also referred to statements made by the Hon. Member for Spadina (Mr. Croll), and at the time of the adjournment I still had one or two statements by the Hon. Member for Spadina that I wished to put on the record.

All those quotations which I have offered for the consideration of the House were intended at that time—and I use them in this debate for the same purpose—to indicate how important it is for the welfare of the Canadian worker and for the peaceful development of our industry as a whole that the utmost freedom should be left to collective bargaining between the two partners in industry.

During the debate on the Maintenance of Railway Operation Act of two years ago, the Hon. Member for Spadina placed a great deal of importance on this basic principle of free collective bargaining in industry. I have quoted a few sentences from his remarks in this regard, and I wish to add this one which will be found on page 41 of *Hansard* for the fall session of 1950:—

> I believe that compulsory arbitration means the death of collective bargaining. It is all very well to say that we shall apply this principle only in this case, but we have done damage to a fundamental principle of freedom.

In my several participations in debates on this matter of the voluntary revocable

check-off, I have always sustained that particular point. Should this bill be passed and the Industrial Relations and Disputes Investigation Act be amended to make it compulsory to have the voluntary revocable check-off, we would, using the words of the Hon. Member for Spadina, be doing damage to a fundamental principle of freedom.

I should like to quote from the speech that the mover of this amendment made in the same debate in the fall of 1950, and which I submit is most relevant to the point. It will be found at page 41 of *Hansard* of that session:—

> I share the view that has just been expressed by the Hon. Member for Spadina, and which was also put forward by my leader and by the Member for Vancouver East, that it is in the public interest also, indeed that it is of primary importance, that there be no interference with the principle of free collective bargaining.

The Hon. Member for Cape Breton South (Mr. Gillis) also participated in that debate and expounded his views on the basic principle of industrial relations in this country and on free collective bargaining. He had this to say, as reported at page 48 of *Hansard:*—

> I am convinced that you cannot write a trade-union agreement on the floor of the House of Commons. The former Minister of Labour made that statement many times and I agreed; you cannot do it.
>
> We are setting a precedent that will be taken as a pattern by industry in this country if and when the bargaining gets a little tough. The simple and easy thing to do then will be to break off, throw the matter into the lap of the Government and have a bill passed.

On page 49 the Hon. Member had this to say:—

> I believe we did a good job of writing a national labour code, but do not forget that this bill automatically wipes out many provisions of that code as it applies to this dispute.

The Hon. Member for York West (Mr. Adamson) also participated in the debate, and made an interesting contribution which I should like to place on record, when he said:—

> I object as strenuously as does any other Member of this House to compulsion of any sort in labour-management disputes or in anything that has to do with collective bargaining.

While I cannot recall definitely the stand taken by the Hon. Member for York West on measures of this kind when they were presented to the House in years past, I wish to stress that all the other Hon. Members to whom I have referred have approved the principle of this amending bill, and by so doing have taken a position which is in direct conflict with the statements made by them during the debate on the Maintenance of Railway Operation Act in 1950.

If on the one hand Parliament should preserve by all possible means the freedom of action of both management and labour when they get together and attempt in good faith to reach common agreement, then the amending bill proposed by the Hon. Member for Winnipeg North Centre (Mr. Knowles) becomes quite objectionable. It may not mean very much in itself, because what it proposes to introduce is, after all, only the slightest possible measure of union security, described in the amending bill as the voluntary revocable check-off. But once the principle is applied of interference by Parliament in matters which have thus far been left with labour and management to discuss, and upon which they can surely agree, there will be no limit to the powers of Parliament in future years for further interference, in circumstances which might be much more important than those surrounding the voluntary revocable check-off.

While I have not the exact reference before me, I do recollect that on one occasion in the past, when the Hon. Member for Vancouver East (Mr. MacInnis) was discussing a similar bill, I asked him if the bill were passed whether he and his party would be satisfied to leave it at that, and give a guarantee that it would not be considered as a precedent; that they would not come here year after year asking for more and more interference by Parliament in matters of collective bargaining. He said, "No, that is not the end; that is just the beginning". I can vouch for his reply on that occasion. So, that means a policy of opening the door wider and wider as the years go by, and some day bringing Parliament to a position of dictating by statute what the wages, hours of work and conditions of work will be in any plant or industry coming under the jurisdiction of Parliament. . .

I have quoted several statements from the late Hon. Humphrey Mitchell, but, after having placed on record the observations of those who have supported bills of this kind in the past, I should like to quote one further sentence from the late Mr. Mitchell, so that Hon. Members may

compare his views with those which the supporters of this bill have expressed on another occasion. This is what Mr. Mitchell said:—

Legislation of this nature will fail in its fundamental objective if it introduces features of a coercive character which only result in driving employers and employees further apart. That would make it more difficult for them to establish those friendly relations of goodwill and co-operation which are so necessary.

Some hon. Members: Six o'clock.

On motion of Mr. Coté (Verdun-La Salle) the debate was adjourned.

January 23

The House resumed from Tuesday, January 20, consideration of the motion of Mr. Knowles for the second reading of Bill No. 2, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): . . .in the Act which this bill attempts to amend prohibitions have been enacted; duties and privileges have been determined for both sides, that of management and that of labour. But in opposing the bill before the House my thesis is precisely that in the Act Parliament has kept away from a field which has always been the exclusive privilege of management and labour, namely that of collective bargaining. Since matters of check-off and matters of union security generally have, by tradition, been reserved as matters appropriate for collective bargaining I contended, as I still contend, that Parliament should not interfere.

If Parliament enacts the bill which we are now considering, we will be setting a precedent of interference by Parliament in the field of collective bargaining. The precedent having been set, there is no reason why, on other occasions in years to come, Parliament should not be called upon to entertain other amendments which would bring the state further and further on in that field of collective bargaining.

The two groups, those favouring the passing of this bill and those opposing it, are anxious to see the trade unions of this country gain strength, prestige and influence throughout the years to come. Rightly or wrongly—and there are differences of opinion—this question of check-off is considered as a procedure for the collecting of union dues which tends to strengthen the position of a union in a plant.

I agree with the principle of the check-off of union dues, as do those who are sponsoring the bill. What differentiates the two attitudes in this matter is that we on this side of the House feel that it is a matter which should be left to labour and management to discuss and negotiate between themselves, while my friends opposite claim at this time that this is a matter that should be enforced by statutory action.

In the past my hon. friends opposite had a stronger argument in support of their contention on this particular matter, when they referred to the situation in the Canadian railways and deplored the attitude of the railway companies, who had opposed the acceptance of any measure of check-off. The companies seemed strongly determined not to change their attitude. As a matter of fact the Hon. Member for Winnipeg North Centre did refer to the brief which the Railway Association had circulated among the membership of this House and outside of this House at the time the companies raised several objections to any legislation in the nature of the bill which is now being considered.

If I may, I should like to emphasize that their main objections were the following. The first was that the introduction as a statutory obligation upon all employers of what is essentially a matter of bargaining is fundamentally unsound. Their second objection was that the extent of the burden of the enforced check-off upon separate industries will vary greatly, and that it will be very serious upon some of them, for instance, on the major railway companies. Their third objection was that the major railway companies deal with 27 different organizations representing over 150,000 employees, and from any or all of such organizations requests for check-offs might be received. The fourth objection was that these railway companies have employees throughout the country from coast to coast, many of whom are located at isolated points, but of necessity the accounting and payroll procedures are centralized at relatively few points, substantially distant from many of the places of employment. Another objection was that this centralized accounting procedure of necessity requires the handling of a large volume of work in a limited period of time, and there is a period of only two weeks from the close of a pay period until pay cheques must be available for delivery to the employees, including all the time the payrolls and pay cheques are in transit and the time involved in connection with auditing payrolls and preparing pay cheques. And finally they objected on the basis that there are differences in the amounts of the dues collected by the

various unions. In some cases, the union dues payable are dependent upon minimum monthly earnings.

I do not intend to speak at any great length on the recent agreement which was concluded between the brotherhoods representing the non-operating trades of the railway companies last December 19, . . . nevertheless I wish to refer to the agreement which was concluded on December 19 in order to show that through negotiation, and in spite of the seven or eight serious objections which the railway companies had interposed throughout the years in their negotiations with labour organizations in order to avoid any bargaining or any conclusion of an agreement on the matter of the check-off, in spite of all that there was included in the agreement of last December, to which I have referred, a provision for the check-off of union dues, which my hon. friend who introduced this bill has read in extenso, and to which I should also like to quote. It is found on page 43 of the report of the conciliation board, and reads as follows:—

> With regard to the check-off, the board is of opinion that, as every employee now has the same right as any other creditor to assign the whole or any part of any debt, present or future owing to him, the proposed clause is one that should properly form part of the new agreements.

As a matter of fact, in the language in which this recommendation was set out in the agreement, and I can say my hon. friend recognizes, I think, that the provision goes beyond the provision of the bill we are now considering.

If through the usual bargaining process the brotherhoods or organized labour generally have succeeded in concluding an agreement on a matter such as the check-off, which was subject to such strong irreductible opposition on the part of management in years gone by, I cannot see that today the bill now before us can be supported even to the extent to which it received support in the last few years. I do not claim, and I have never contended in the past, that at no time in the future would it not be possible to consider the propriety of any measure such as the one submitted by the Hon. Member for Winnipeg North Centre, but I claim that any such measure should not be introduced in this House before prior consultation with management and labour organizations in this country, and without securing their approval on the basic principle of this or any like measure.

At the time the late Humphrey Mitchell introduced the Industrial Relations and Disputes Investigation Act, either in the House or in committee he expressed the view to the Hon. Member for Vancouver East or the Hon. Member for Cape Breton South (Mr. Gillis), that it would be premature and perhaps not right to attempt to revise or to alter the basic principles of the Act until some experience had been gained of its workings. To a direct question he replied that in his estimation that period should be at least five years. The Act came into force in September 1948, and that five-year period will be up next fall.

The information I have is that the Act is functioning well, and that the Canada Labour Relations Board has been gathering important and useful jurisprudence on matters of certification of unions and so on. I should think that the material obtained from the administration of the Act, the experience gained by officers of the Department, by leaders of trade unions and of management organizations would be such that we might consider at the next session of this Parliament, or at the conclusion of the five-year period I have mentioned, examining the old Act in the light of that experience. I think that would be a proper procedure to follow. I do not think it would be wise to attempt to amend such an important Act such as this piecemeal. We are being asked through this bill sponsored by the Hon. Member for Winnipeg North Centre to do away with one of the basic principles of the Act, the absolute freedom of collective bargaining to which management and labour are committed. . .

I should like to ask a question of the Hon. Member for Vancouver East. I ask him in all sincerity whether he would not approve of the suggestion that we should not try to amend this Act piecemeal, but should take advantage of the first opportunity to examine the Act and revise it if necessary, following the same procedure followed when the Act was first introduced. Would that not be the best way to attempt to bring about a betterment of the Act?

Mr. Angus MacInnis (Vancouver East): Mr. Speaker, I shall answer the question asked by the Parliamentary Assistant before I go on to say what I intended to say on the second reading of this bill. If the idea he is proposing is accepted, that Acts should not be amended before a certain period of time has elapsed, then no Act would be amended except when the Government—it would have to be the Government—believed that a complete revision should take place. I do not accede to that theory at all. I believe this House—that

is what we are here for—should amend legislation whenever we believe it would be in the public interest.

There is another reason why this particular amendment should not be considered as a fundamental change in the Act. The amendment proposed in the bill sponsored by the Hon. Member for Winnipeg North Centre (Mr. Knowles) was approved when the committee on industrial relations was considering the bill before it became law. When the bill came into this House a motion was moved to rescind or delete the decision of the committee, and that was carried in the House. Therefore we are not asking for something that has not been before the industrial relations committee, or that has not been approved by the committee of 1948. . .

May I call the attention of the Parliamentary Assistant to the fact that almost the first provision in the Industrial Relations and Disputes Investigation Act dictates to workers and employers what they must do. It tells them that they must meet together and bargain together in good faith. That is something I am sure the Parliamentary Assistant would have strenuously objected to ten or fifteen years ago, if he had been in the House and such a proposal had been made. That step having been taken, other steps just as far-reaching have also been taken in the short time the Act has been in effect. Let us see what the bill does. The amendment reads as follows:—

> Upon request of a trade union entitled to bargain collectively under this Act on behalf of a unit of employees and upon receipt of a request in writing signed by any employee in such unit, the employer of such employee shall, until the employee in writing withdraws such request, periodically deduct, and pay out of the wages due to such employee to the person designated by the trade union to receive the same, the union dues of such employee; and the employer shall furnish to such trade union the names of the employees who have given and withdrawn such authority.

I do not agree that Parliament would be dictating to either employer or employee if this amendment were passed. As a matter of fact Parliament would not be going any further than conciliation and arbitration boards have already gone in this direction. I think it was pointed out by the Parliamentary Assistant that the check-off was made part of the recent agreement reached between the railway companies and the non-operating employees. . .

We are not asking for any more in this amendment than is implicitly stated in the provision contained in the new agreements affecting the railways. Since we have had the so-called Rand formula in effect a principle has been developed the suggestion of which only a few years ago would have been considered outrageous, namely that all employees of an organization or industry covered by an agreement, whether or not they are members of the trade union, must pay trade union dues. The principle there is quite sound. The union provides advantages to the employees covered by the agreement, to those who are not members of the union as well as to those who are; but when such a provision does not apply, namely that non-union employees must pay union dues, non-union employees get the advantages without any expense whatever on their part. As a matter of fact it has been recognized that these non-union employees are spongers, and such a condition should not be tolerated in a properly organized democratic society. . .

Mr. Coté (Verdun-La Salle): I think these are three important questions. . .

First, the Hon. Member has extended the meaning of my contention that we should rather favour revision of the Act by the same procedure that was followed when it was introduced, than bring amendments piecemeal. The Hon. Member said that we do carry amending bills regularly in this House and it would not be a good move to have a bill amending an existing statute opposed with the suggestion that the whole Act should be revised in each instance. I suggest that the Industrial Relations and Disputes Investigation Act is not an ordinary Act. It is one which deals with human relations and, precisely on account of that, there are basic principles which should not be changed piecemeal. There was a specific purpose in laying down the basic principles of this important Act, and in submitting them for approval by organizations of labour and management and by the members of this House, through a committee. The Act should not be altered in any of its basic features without the whole Act being considered through the same process.

In the second place, the Hon. Member says that at the very beginning of the Act there is a provision making it compulsory for labour and management to negotiate. He says that we already have that compulsory feature at the very beginning of the Act. Yes, labour and management are obliged to get together and bargain in good faith; but the Act does not say in any way what the bargain shall be. I say to my hon. friend that this bill would be one that would tell the parties what they must include in their agreements as far as

union security is concerned, namely the voluntary revocable check-off of union dues.

Mr. J. H. Dickey (Halifax): ...My particular concern in so far as the subject matter of the bill is concerned has been the position of the employees of our two great railway systems. It has always appeared to me that their position has been one of the more important factors in considering the provisions of our labour code and the suggested amendment contained in this bill. I am not going to put on record any quotations which indicate the stand I have taken in the past but I would like to say that, in addition to expressing my views in the House here, I have felt that it is the duty of Members of Parliament to discuss questions of this kind with their constituents to determine what their views are and whether or not they have any suggestions about how these questions can be approached and dealt with.

For that reason I have discussed on a number of occasions the exact subject matter of this bill with friends of mine in the membership of railway unions in my constituency of Halifax. I have found that some of them agreed with the general position that I have taken in the matter, and some of them did not agree. My position, as far as they were concerned, was to urge that, if they wished to have a check-off, they should present those wishes to the companies in the course of their regular collective bargaining, with the objective of attempting to secure the kind of check-off they wished through that process. I have also taken the opportunity of expressing my views to one of the railway companies about what they should do; that they should consider this question as a matter of collective bargaining and not expect Parliament to deal with it as a matter of legislation.

Some hon. Members: Six o'clock.

On motion of Mr. Dickey the debate was adjourned.

January 27

The House resumed, from Friday, January 23, consideration of the motion of Mr. Knowles for the second reading of Bill No. 2, to amend the Industrial Relations and Dispute Investigation Act (voluntary revocable check-off).

Mr. J. H. Dickey (Halifax): Mr. Speaker, when the consideration of this bill was last before the House I had begun a few remarks in relation to it. When the debate adjourned I had been referring to this legislation and to the history of the consideration of similar bills in this House. I had pointed out that it was my view, and a view shared by many Hon. Members, that a subject matter of this kind was something that should be left to the process of collective bargaining. I had pointed out that my main concern with regard to this matter was as it affected the employees of our two great national railway systems, and the steps I had taken in an attempt to do what I could to see that both parties concerned, management and labour in this particular industry, considered their positions with respect to the check-off from that point of view rather than to await or expect any legislative action on the part of this Parliament to deal with it.

In his very complete and excellent speech on this matter the last day the House considered it, the Parliamentary Assistant to the Minister of Labour (Mr. Coté) referred to the recent settlement of differences between the railway management and the non-operating employees, and the new contract which had been entered into between the railways and the unions representing those classifications of their employees; and he pointed out that as one of the terms of this recent agreement the employees had been granted a form of union security, the check-off, on what I believe to be a very much more favourable and more satisfactory basis than would be provided under the provisions of the enactment which is before the House this afternoon and which in virtually identical form has been before this House in previous sessions.

I believe that the conclusion of this agreement between the railways and the unions representing their non-operating employees is a vindication of the position that has been taken in this matter by the Minister of Labour and by Hon. Members who have indicated views similar to those expressed by him and by the Parliamentary Assistant. It is certainly a vindication of the position of a former Minister of Labour, the late Humphrey Mitchell. . .

It must be obvious to all who are interested in and understand the labour movement that the position he took in those days has certainly been vindicated by the events of this year which were referred to in his speech the other evening by the Parliamentary Assistant. . .

The late Humphrey Mitchell always used to say that what governments can give governments can take way, and he did not want to see essential elements of working conditions, conditions of labour and all that sort of thing, which he regarded as matters for collective bargaining, brought into the realm of the kind of thing about which we legislate in Parliament.

I support that view. That is the reason for the stand I have expressed on many occasions in the House, and which I repeat today. I think the probabilities are—and I would hope this would occur—that the step taken to establish the Rand formula check-off for the non-operating unions of the railways will gradually be extended and adopted in respect of other employees who would be affected by this legislation. I should think that, in that event, the end result would be much more favourable, both from the point of view of labour and of management, in all the industries which come under the provisions of our national labour code. . .

Mr. C. E. Johnston (Bow River): ...It has been said by speakers on the government side of the House that the proper way to deal with a bill of this kind is to refer it to the industrial relations committee. I recall back in 1948 that this very question came up before the committee. Of course I realize that the present Minister of Labour (Mr. Gregg) was not Minister at that time, the Minister then being the late Hon. Humphrey Mitchell.

This question has been given lengthy consideration in the committee on a number of occasions. I remember it was given a thorough going over in the industrial relations committee in 1948, and the committee voted in favour of having a voluntary revocable check-off provision included in the legislation. When the bill was reported back to the House it was the then Minister of Labour who caused that provision to be rescinded. If the same attitude is to be taken when the committee is next set up as was taken at that time, no good purpose can be served in even having it referred to the committee. The attitude of the Government, as it has been presented to us during this debate, does not seem to have changed from what it was at that time.

I cannot understand why there should be so much government objection to having a voluntary revocable check-off provision in our labour code. The compulsory check-off is included in the legislation in Alberta having to do with our teachers. To my knowledge there has never been any objection either from teachers' organizations, from school boards or from anyone else about that legislation. I understand that similar legislation has worked quite satisfactorily in Saskatchewan.

I think I am safe in saying that all of the mining contracts in Alberta contain a voluntary revocable check-off provision. It is true that that is not by legislation but by negotiation, but the provision is there just the same and there has been no complaint in that regard. I feel quite sure there would be no complaint in connection with the mining contracts if that provision were in the legislation. Both types, the compulsory check-off and the voluntary check-off, are working there, and certainly no objection has ever been raised.

It is all very well to say that this should be done by negotiation. The Government has pointed to the new contract which was entered into on December 19 between the non-operating employees and the railroads as indicating the method that should be followed. Mr. Speaker, as I well remember when I was teaching in the province of Alberta, there were a very small number of us who continued to pay our fees to the Alberta teachers' organization. A great many of those people who were teaching and this applies to all types of labour —would only pay their dues when they found themselves in need of assistance from the association. That point should be remembered.

Anyone who has had anything to do with labour organizations, be they teachers or miners, knows that you just cannot carry on an organization without proper financial assistance. . .

It is most difficult indeed for any workers' organizations to carry on unless they have a very definite means of getting financial assistance. There is no doubt in anyone's mind that the labour organizations have given in the past and are now giving a service to their members which has resulted in raising their standard of living very materially. It is they who have improved the working conditions of working people in this country more than any other type of organization. Everyone acknowledges that, and these unions can only function if they have some means of raising the necessary funds to carry on. They have found by experience that it is most difficult to carry on in the manner in which the Government would have them carry on. . .

Mr. L. Cardin (Richelieu-Verchères): ... I do not believe that anyone has really been opposed to the voluntary revocable check-off proposed by the Hon. Member for Winnipeg North Centre (Mr. Knowles). There is nothing radically wrong with the principle, and no one on this side of the House objects to it. However, there can be some question about its efficiency. As the Hon. Member himself has stated, this particular principle of the voluntary revocable check-off does exist in most of the provinces. As it is applied in practically all industries where unions are authorized by their respective labour commissioners,

I do not believe that anything would be added by having federal legislation on the subject. As the Hon. Member says, the motion can do no more than give a minimum amount of union security, so the purpose of the motion itself would not avail a great deal for union security of which everyone is in favour. The particular principle already exists in the different provinces and is applied in practically all the large industries of the provinces.

There is one other question which to my mind is rather important, and it is a question of policy. I have not been here sufficiently long to know what the exact policy of the Government is on this subject but I personally feel that the federal Legislature, as a matter of principle, should keep out of business and industry as much as it possibly can. . .

I believe that, as a matter of policy, the federal Government should only in case of absolute necessity, but not as a general practice or policy, invade the field of industry, which to my mind should be left under the control of the provincial Governments. May I say that since the voluntary revocable check-off exists in the provinces; since it applies to most industries throughout Canada; since it can give only a minimum amount of union security, then I do not see any point in passing this bill. I feel that I should vote against such a measure.

Mr. J. A. Byrne (Kootenay East): Mr. Speaker, the Hon. Member for Richelieu (Mr. Cardin), who has just taken his seat, put his finger on the crux of this situation. He has pointed out that many of the provinces have provided for the voluntary revocable check-off in industries over which the provinces have jurisdiction. The federal labour code applies to those industries which are interprovincial in character, and therefore do not come within the legislative competence of the provincial governments. The people who are employed in those industries, such as communications and so forth, are therefore a group of people who might be termed second-class citizens, because of the fact that they do not come under provincial jurisdiction, and because of the fact that their unions have to deal on a national basis for many of their benefits.

Now, I believe the most important reason for the voluntary revocable check-off is that it does bring the employer and employee together on a basis of recognition. While forcing the employer to give recognition to the union, after a time it removes the feeling of animosity that existed before this measure of security was obtained. When an employee makes an assignment of his wages for any other purpose, it has been honoured by the employer. In the case of income tax collections for the federal Government it is not even necessary to make a written assignment of your wages. The assignment of a portion of an employee's wages each month for the payment of bonds has been accepted as a good policy. Deductions are made for other purposes, such as housing loans and welfare societies; and in cases where employees band together for the purpose of insuring their health, they may have the premiums deducted from their wages. When an employer refuses to honour a written assignment for another body, an organization just as important as the employer organization, then it necessarily causes a feeling of resentment and does not act in the best interests of labour relations. Some employers refuse to accept this principle, yet in the provinces where the principle has been accepted we find the very best of labour relations and the unions enjoy some measure of security.

I would say to the House that there is a very limited amount of compulsion in the voluntary revocable check-off . . .

February 3

The House resumed, from Tuesday, January 27, consideration of the motion of Mr. Knowles for the second reading of Bill No. 2, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Hon. Milton F. Gregg (Minister of Labour): In rising to speak to this bill, Mr. Speaker, I should like to say to the Hon. Member for Winnipeg North Centre (Mr. Knowles) that his introduction of it has served a very useful purpose because it has evoked an interesting debate. I should like to thank all those who took such an active part in that debate. . .

I do believe in union security. I see nothing wrong in union security measures, even though I much prefer those that are freely agreed upon by labour and management. I am very pleased indeed when I learn that new collective agreements have been signed providing for union security for the first time, or extending for the second and third time the scope of previous provisions. I am pleased when these agreements have been reached freely by the two parties. My reasons for feeling that way are, first, that I am in favour of collective bargaining; second, I believe in the value of having strong and stable labour unions in Canada.

Now, Mr. Speaker, there are a good many Members in this House who sincerely do not want to see employers compelled by legislation to initiate a check-off in their plants, any more than they want to see a prohibition against the union security measures in our legislation here. The question has been asked as to whether it is necessary or desirable that a responsible union should derive its stability from government-imposed conditions rather than freely negotiated agreements. That, I think, is the question to which we need to give a great deal of thought and study.

In closing his speech on the motion for second reading of the bill, my hon. friend said he was encouraged by the fact that this principle has now been accepted by the railway companies and by the union representatives of many of their employees. I would say to him that the only principle the railways or the employees accepted was the principle of a negotiated check-off, freely agreed upon in the process of collective bargaining. The principle contained in the provisions of Bill No. 2 is the principle of a legislated check-off, with the word "voluntary" applying only to the individual employee and having no reciprocal connotation for the employer. . .

It should not be forgotten that our law dealing with industrial relations already makes pretty secure the position of unions which by their own effectiveness and merit are able to enlist the loyalty of a majority of the workers in any given bargaining unit. The right of employees to joint unions and to carry on their lawful activities is protected, and interference and coercion on the part of employers through unfair labour practices are prohibited under penalty.

Earlier in this debate my Parliamentary Assistant (Mr. Coté) and also the Hon. Member for Edmonton East (Mr. Macdonald) made some pertinent references to The Maintenance of Railway Operation Act which terminated the railway strike of 1950. There was universal agreement that all the elements of compulsion in that bill should disappear, and should constitute no precedent. I am glad to say that the compulsory features of that statute have long since passed into limbo, and the parties are to be commended for having reverted to orderly collective bargaining, with enough good will on both sides to work out a settlement without disturbing industrial peace.

By any fair standard I think it will be agreed that our labour relations act is working out well. From here on I do not think any of us want Parliament to impose statutory obligations upon employers and trade unions which might throw out of balance the factors of compromise and co-operation which are essential in collective bargaining. In order that collective agreements may be freely negotiated it is necessary to have a climate of good will, free from any excessive compulsion. It is that climate of good will, of mutual confidence, of willingness to conduct sincere negotiations, that the Department of Labour is ever seeking to encourage.

There are two schools of thought reflecting divergent philosophies on this matter. The views of one group are that the matter of check-off of dues is one which, in common with other conditions of employment, should be dealt with by the processes of free collective bargaining, and that legislative interference with those processes will not operate in the long run to the best interests of the trade unions and their members. The other school of thought, as expressed in the bill, is that the matter of the check-off of union dues is one which should be removed from the collective bargaining field and disposed of by legislative enactment.

My Parliamentary Assistant, speaking of this bill on January 23 in this House gave, in my opinion, a very clear analysis of the arguments related to this legislative proposal. For some time now the Parliamentary Assistant has been taking an active part, with my Deputy Minister and senior departmental officials, in studing the results of experience so far gained under the Industrial Relations and Disputes Investigation Act.

The results of those studies may well lead in the future to proposals for amendments to the Act. I do think, however, that any amendments made to this Act ought to be most carefully considered and should be brought forward from time to time in groups rather than one by one in a haphazard fashion. It may be that at some future time, when a group of such amendments are brought forward, something along the lines of this bill may find its place amongst them. But we can afford, I think, to go slowly in the knowledge that the degree of industrial accord within our country is not necessarily measured by the number of laws we make on labour relations, but rather is it measured by the good will and determination of the parties concerned to find a fair solution based upon mutual confidence.

In view of the interest in this matter and having regard to the diverging views expressed, I believe that before this House is asked to vote on the principle of Bill

No. 2 the bill should receive further and careful study by the competent committee of this House. I would therefore move, Mr. Speaker, seconded by the Minister of Public Works (Mr. Fournier):—

That Bill No. 2 be not now read a second time but that the subject matter thereof be referred to the select standing committee on industrial relations.

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, there is a sense in which the amendment just moved by the Minister of Labour (Mr. Gregg), may be interpreted as a move against my bill, but I do not choose to look upon this amendment in that light. If one analyses the remarks the Minister has just made, one could not say that he is favourably disposed to my bill; but at any rate it can be said that in the amendment which he has just moved there is afforded the possibility of further discussion of the subject matter or in other words the principle of this bill.

I think it is obvious to everyone that that course is much to be preferred to the defeat of the bill on the floor in this House, something which I take it might follow again if the Government were to give the lead against the second reading of this bill. It is therefore my intention, Mr. Speaker, to indicate my readiness to accept the amendment that has been moved by the Minister of Labour and to express the hope that, rather than the bill being defeated this course might be followed and the subject matter be referred to the standing committee on industrial relations. . .

I hope that the result of the deliberations of the committee on this matter will be that there will be a report back to the House at this session recommending that this bill be reintroduced and that the voluntary revocable check-off be written in the national labour code. It is of course up to the House what it does with the amendment proposed by the Minister; but in view of the fact that it does provide an opportunity for discussion of this measure by the committee I would be pleased if the amendment were accepted by the House.

Mr. George A. Drew (Leader of the Opposition): Mr. Speaker, I wish to discuss this from the point of view of the proposal that is now made to refer the matter before the House to a committee. In explaining why he was introducing the amendment which he moved, the Minister of Labour (Mr. Gregg) pointed out that he did so with the idea that this would give an opportunity to consider the matter at the appropriate time. I understood him to say that this might then be dealt with at the time; that a group of amendments could be brought forward on some other occasion. If that is the situation, Mr. Speaker, the acceptance of the amendment as it now stands simply means that this proposal is shelved and that no positive steps are to be taken to have a review of the Act, which is long overdue.

It will be recalled that on other occasions we have proposed that there should be a general review of this Act. One of the questions that arise in regard to any single amendment of this kind is that the most desirable practice is to have a general examination of the whole Act, because patching up the Act in one spot or another may not produce the desired results. In the end, as has happened on a number of other occasions, an unwieldy and sometimes incoherent Act may result, and clauses introduced into the Act by way of amendment from time to time may easily conflict with each other when they subsequently are interpreted by the courts or elsewhere, and they may in fact defeat the very spirit of the Act itself. Often a few words introduced without regard to the whole Act and the intention of the Act have had the effect of defeating the very purpose for which the amendment was introduced.

If the recommendation which the Minister now makes is as I understood it from his words, then the proposal before the House is simply to be put in cold storage and at some unannounced date when a general consideration of this Act is to take place it might then receive consideration or might not. If there is to be a reference of any kind to a committee to deal with the Industrial Relations and Disputes Investigation Act, then I suggest that this is the appropriate time to ask once again that there be a general review of the whole Act. I think the time is more than ripe for such a general review. . .

. . . A desirable labour relations act should seek to establish, first of all, the basic right of employees to associate themselves in trade unions for the purpose of bargaining with employers and obtaining for themselves adequate wages, fair working conditions and an assurance of advancement in return for work well done. The Act should also make it possible for those who represent the worker to carry out their duties on behalf of the employees in an orderly, lawful and constructive manner so that the purpose of that association of employees may be fully recognized.

A good labour relations act should be based on the thought of the mutual respect which can be established between employees and employers whenever occasion comes to carry out collective bargaining. The whole Act should follow a constructive and integrated pattern which will from time to time bring into legislative form the advances which have taken place in the relations between the employees and employers. Such an Act should also be constantly under review so that from the experience which has been gained under the legislation in existence improvements may be made. . .

In presenting his amendment the Minister has indicated that he has in mind deferring action on this until such time as a group of amendments might be brought forward. I think this is the time when consideration should be given to amendments generally which will bring the whole Act into conformity with modern practices and advance the harmony of relations between employees and employers in every way possible. With that in mind I therefore move, seconded by the Hon. Member for Hamilton West (Mrs. Fairclough):—

That the amendment be amended by adding thereto the following words:

"with instructions that they have power to consider and to recommend amendments to the Industrial Relations and Disputes Investigation Act, with a view to bringing the Act into conformity with current practices of employment in industry and of ensuring the greatest possible harmony between employees and employers. . .

Mr. Deputy Speaker: Perhaps I should deal with the subamendment which was moved by the Leader of the Opposition and say that this subamendment certainly enlarges the scope of the amendment moved by the Minister. In the second place I would say that the point which strikes me as most important is that this bill is to amend the Act with respect to the check-off. The amendment of the Minister of Labour is relevant to the principle of the bill, in that it moves that the subject matter of that particular bill be referred to the standing committee on industrial relations. The subamendment of the Leader of the Opposition is not relevant to the amendment moved by the Minister. It deals generally with the Act which the bill before the House tends to amend in one particular only.

I do not have ready before me the various references, ...however, ...I am satisfied that this amendment to the amendment is not in order.

Is the House ready for the question?

Mr. Gregg: Before the question is put may I just say one word prompted by the remark of the Leader of the Opposition (Mr. Drew) with whose words, in the main, I agree. He stated, I think, that the Minister of Labour might put this bill in cold storage. That is not the intention at all. In the Department we are carrying out a review of the Act, in conjunction with representatives of employers and employees in the light of what has been experienced in recent years. There will be recommendations and bills brought forward. I do not think they will be brought forward at this session but perhaps the Minister of Labour, whoever he is, at the next session or the session following will bring them in...

Mr. Deputy Speaker: Is the amendment moved by the Minister of Labour agreed to?

Some hon. Members: Agreed.

Amendment agreed to.

Elimination of Level Crossings

January 26

Mr. J. L. Gibson (for Mr. Murray, Cariboo) moved for leave to introduce Bill No. 106, to amend the Railway Act.

Some hon. Members: Explain.

Mr. Gibson: The purpose of this amendment to the Railway Act, Mr. Speaker, is to provide that, in any future application to the Board of Transport Commissioners for the construction of any railway, the Board shall make such an order as will ensure the elimination of level crossings, and no highway shall be constructed across a railway unless it is carried over or under such railway.

Motion agreed to and bill read the first time.

January 30

Hon. Lionel Chevrier (Minister of Transport): Mr. Speaker, I am sure the House will be grateful to the Hon. Member for Cariboo (Mr. Murray) for having introduced the principle of the bill, and for having brought once again to the attention of the House the very serious matters with which it deals. . .

I commend the Hon. Member for his desire to deal with this matter, but I must say to him with all respect that the amendment to the section of the Railway Act which he suggests does not begin to deal seriously with the problem. The Government saw fit early in the year . . . to ask the Board of Transport Commissioners to study the whole problem of railway grade crossings. It gave the Board full power, as set out in Order in Council P.C. 1953/52, to make a complete and thorough investigation and study. I think it would be no compliment to the Board of Transport

Commissioners if at this stage the House were to say to it that it should do as set out in the bill.

Then there are several objections to the bill. The first I see is that it makes the implementations of this section mandatory upon the Board. In other words the Board would be obliged to force the railways to construct a grade separation after July 1, 1953 upon any application that was made. As it is today, the Board has that power under the Act. It is a discretion it has, and that discretion should not be taken away; because if it were taken away there would be no way of determining which crossing should have priority because of density of traffic or density of population or because of location.

With the section the way it is worded now I can see a situation where in an isolated part of Canada, at a place where there was little traffic, a railroad would be forced, perhaps in conjunction with the highway authorities, the municipalities and the like, to spend a large sum of money to separate a grade when there was little or no use for such separation in that particular area. I can think of a railroad building a spur line into an area which might cross a highway where there would be little or no traffic—this happens repeatedly—and the grade crossing fund or even the municipality and the railroad would be charged with the expenditure of a substantial sum of money when the grade separation was not really required.

Another objectionable feature is the mandatory provision. The Board now has discretion, and it seems to me that it should continue to have discretion in these cases. . .

The problem is a serious one. If we were to eliminate all grade crossings in Canada the sum of $100 million would barely suffice. If I had the time at my disposal I would deal with some of the causes responsible for the increase of accidents, and I would deal in part with the solutions suggested.

I think the Hon. Member is to be complimented upon his attempt to find a solution. In his anxiety to eliminate these accidents he has submitted this amendment to the House. I know the amendment is well-intentioned, but it deals only with a small portion of the problem. In order to deal with the whole problem the Government has asked the Board of Transport Commissioners, which because of its statutory powers is able to consider problems of this kind, to make a thorough survey of the railway-highway grade crossing problem in Canada. When the Board has made its report it will then be possible to bring down amendments to the Railway Act and perhaps the grade crossing fund. It will be possible to consult the provinces, because I think perhaps one of these sections impinges upon provincial jurisdiction.

I should like to say more on this subject, but it seems to me that I have said enough to indicate to the House that it would not be advisable to accept the bill in its present form. I would hope that the Hon. Member for Cariboo (Mr. Murray), having succeeded in raising interest in the subject and knowing that the matter is being studied by the Board of Transport Commissioners, would see fit under all these circumstances to withdraw the bill.

Mr. Murray (Cariboo): Mr. Speaker, I think some good has been done by ventilating this subject, as the Minister has said... With the consent of hon. gentlemen, I ask that the bill be withdrawn.

The Acting Speaker (Mr. Robinson): Has the hon. gentleman leave to withdraw the said bill?

Some hon. Members: Agreed.

Bill withdrawn.

Fair Employment Practices

January 27

Mrs. Ellen L. Fairclough (Hamilton West) moved the second reading of Bill No. 4, to promote fair employment practices in Canada.

She said: Mr. Speaker, as Hon. Members are aware, this bill in substantially the same form has been on the order paper for several sessions and unfortunately has not, until this session, reached the stage of second reading at an opportune time.

I might say that at the beginning of the present session I was both surprised and pleased to hear, in the Speech from the Throne, that it was the intention of the Government to introduce a similar piece of legislation. That bill now appears on the order paper as Bill No. 100. I have examined Bill No. 100; and since it covers substantially the same ground as that covered by Bill No. 4, in so far as I was able to discover, it is my opinion that no good purpose would be served by proceeding at the present time with Bill No. 4. I therefore beg leave to withdraw Bill No. 4.

Hon. Milton F. Gregg (Minister of Labour): May I acknowledge the graceful withdrawal on the part of the Hon. Member for Hamilton West (Mrs. Fairclough) of Bill No. 4, to make way for Bill No. 100 now on the order paper in my name. I would also like to express the hope that Bill No. 100 either does or can be made to meet her wishes in this matter.

The Acting Speaker (Mr. Robinson): Has the Hon. Member leave to withdraw the bill?

Some hon. Members: Agreed.

The Acting Speaker: The bill is withdrawn.

Government Annuities Act

February 3

Mr. Stanley Knowles (Winnipeg North Centre): May I direct a question to the Minister of Labour (Mr. Gregg). Can the Minister say whether legislation amending the Government Annuities Act, such as the legislation we had in 1951 which was not proceeded with, will be re-introduced at this session?

Hon. Milton F. Gregg (Minister of Labour): No, Mr. Speaker.

Question on Unemployment Insurance

February 4

Mr. Knowles:

1. Has the Unemployment Insurance Advisory Committee made any recommendations with respect to any changes in the rates of unemployment insurance benefits or any changes in the rates of unemployment insurance premiums arising out of a consideration of the amount of money now in the unemployment insurance fund?
2. If so, what are the terms of such recommendations?
3. Have such recommendations been considered (a) by the Unemployment Insurance Commission; (b) by the Government?
4. What is the result of such consideration?
5. Has the Unemployment Insurance Advisory Committee made any recommendation with respect to the continuing of unemployment insurance benefits to unemployed persons who become ill while on claim?
6. If so, what are the terms of any such recommendation?
7. Has any such recommendation been considered (a) by the Unemployment Insurance Commission; (b) by the Government?
8. What is the result of such consideration?

Mr. Gregg:

1. No, not specifically arising out of the consideration of the amount of money in the unemployment insurance fund; however, as a result of reports from the Unemployment Insurance Commission and representations from labour union federations, the committee recommended to the Government at its meetings in July 1951, and April 1952, certain changes in the Act and concurred in changes recommended by the Unemployment Insurance Commission in certain regulations.

2. (a) The reduction of the waiting period by three days.

(b) Amendment of Section 35 (1) (b) to give the Commission power by regulation to defer the waiting period when a benefit year terminates during a period when the claimant is unemployed.

(c) The increase in the scale of benefit rates raising the maximum rate for a beneficiary with a dependent from $21 to $24, with comparable increases in other rates, with no increase in contribution rates.

(d) The period during which supplementary benefit may be paid to be extended from March 31 to April 15.

3. The Unemployment Insurance Commission recommended these changes to the Government and they were put into effect by Act of Parliament assented to on July 4, 1952. In addition, the Commission by regulation provided for the postponement of the waiting period where a benefit year commences within fourteen days of the termination of the previous benefit year and where the claimant was employed for less than six days during that two-week period; and another regulation provided for the payment of benefit during a holiday shut-down of more than one week where no pay was received from the employer.

4. Answered by No. 3.

5. No, the Unemployment Insurance Commission and the Advisory Committee have found the problem most difficult of solution but are now giving it further consideration.

6, 7 and 8. Answered by No. 5.

Question on Teletype Perforators

February 9

Mr. Knowles:

1. Has the Government received any representations asking that experience typographers who are capable of operating teletype perforators be given the opportunity to do such work at the Government Printing Bureau?
2. If so, what are the terms of such representations?
3. What consideration has been given to any such representations?

Mr. Bradley:

1. A copy of resolution No. 5 adopted at the eighth conference of Ontario Federation of Printing Trades unions was very recently received.

2. That typographers be given the opportunity to operate teletype perforators installed in the Public Printing and Stationery Department.

3. The resolution will be given consideration.

Seniority Provisions in Collective Agreements in Manufacturing

Study of 290 agreements covering 216,500 workers in Canadian manufacturing showed 231 of them, covering 194,700 workers, had such clauses

Since seniority clauses are concerned with security of employment and promotional opportunities, matters of vital importance to industrial workers, seniority is, and has been for many years, an important subject of collective bargaining. Because of the interplay which arises from attempts to satisfy on the one hand the need to give fair scope to skill and ability and on the other hand the employee's desire for job security, the seniority clause is a most important feature of collective agreements. This article, prepared in the Economics and Research Branch, Department of Labour, analyses seniority clauses in 231 agreements in Canadian manufacturing industries.

A recent examination of 290 agreements in force in Canadian manufacturing establishments and covering 216,500 workers revealed that 231 of them, applying to 194,700 workers, have seniority provisions. (The 290 agreements examined were selected to give representation to the various manufacturing industries and to the unions active therein, to geographic areas, and to plants of various sizes. Consequently, although the sample is small, it does make possible some useful observations on the ways in which this matter is handled in collective agreements in manufacturing.)

Among the agreements not having seniority provisions are a considerable number which make provision for the equal division of work during slack periods. These provide for the sharing of available work by reducing hours to avoid laying off employees. Such arrangements are made most frequently in industries subject to marked seasonal fluctuations which would otherwise result in appreciable staff reductions during certain times of the year.

Seniority provisions in collective agreements deal with problems of staff adjustments resulting from layoffs, re-hirings, promotions or transfers. In the early days of unionism on this continent, unions often charged employers with making such adjustments on the basis of personal likes and dislikes and a preference for non-union workers.

Through seniority provisions, labour unions sought to relate employment security to length of service. They contended that workers employed a considerable time by a company have a greater right to employment and advancement with that firm that those on staff for a lesser period. Unions therefore pressed for the adoption of seniority systems basing job preference on length of service.

The knowledge that his seniority is an important consideration enables an employee to gauge his tenure of employment and promotional opportunities relative to other workers. Insecurity is reduced for workers who have acquired seniority. While seniority systems do not affect the necessity for staff adjustments such as layoffs, they do shift insecurity from the entire work force to those with little or no seniority.

Most employers have long since accepted the principle that seniority is a factor which should be considered in making staff adjustments. Consequently, there is little dispute today between managements and unions over whether or not seniority provisions should be included in collective agreements. Differences arise, however, over a number of problems of application.

In the early days of union-management bargaining, when bargaining units generally covered small numbers of skilled tradesmen, problems in the application of seniority were few. But with the spread of union organization to manufacturing industries using mass production methods and the appearance of bargaining units covering entire plants and even groups of plants employing workers in numerous departments and of varying skills, the application of seniority systems became more complex.

In the agreements examined for this study, there appear to be three basic problems concerning the application of seniority. The first concerns the relation-

ship between merit and length of service and is dealt with in so-called "skill and ability clauses"; the second concerns the specific conditions of employment to which seniority is to apply; and the third concerns the plant divisions or districts within which the workers are to be ranked in order of seniority.

Managements have generally held that, in order to maintain the most efficient work force and to reward highly qualified employees, skill and ability should have a significant place in promotions, layoffs and re-hirings. While unions have generally stressed the importance of length of service, many have agreed that skill and ability must also be considered. Thus, most seniority systems in the manufacturing industries today are based on a combination of length of service and merit. Differences arise over the relative weights to be attached to each.

Most collective agreements in the manufacturing industries provide that reductions in staff, re-hirings following a layoff, and promotions are situations calling for the application of seniority clauses. In addition, provision is usually made to protect an employee's seniority standing should he be transferred to another job within the bargaining unit. There has been controversy as to whether seniority should apply in promotions but, with the incorporation of skill and ability qualifications in seniority plans, part of the difficulty has been overcome.

The problem of seniority divisions concerns whether or not seniority is to be exercised on a plant-wide basis, a departmental or similar group basis, or a combination of these. For craft bargaining units, no problem exists, since seniority will apply only within the craft group. The problem comes to the fore in industrial units covering large sections of plants or entire plants. Many managements, particularly in larger plants, consider that greater efficiency is obtained and the work force least disrupted when seniority is confined to departments or occupational groups. On the other hand, unions feel that plant-wide seniority conforms more closely with their objectives in bargaining seniority clauses in that it gives the maximum security and opportunity to long-service workers. Recognizing that both types have advantages, many unions and managements have worked out seniority plans combining plant seniority with seniority by groups.

Skill and Ability Qualifications—Of the 290 agreements examined, practically all the 231 establishing seniority systems also qualify their operation with skill and ability clauses (Table 1). The majority make length of service the deciding factor *only* where skill and ability are *relatively equal.* Also found fairly frequently is a qualification making length of service the governing factor so long as an employee has *sufficient* skill and ability to perform a task to which he may be assigned.

Clauses of the first type give more emphasis to skill and ability than to length of service. Merit is in fact the deciding factor. An employee of considerable skill and ability may be promoted or retained in employment during a layoff over employees with greater seniority who, even though they may have sufficient skill and ability to do the same job, do not have as much as the employee of lesser length of service. On the other hand, clauses of the second type make length of service the predominant factor, since senior employees need only possess the minimum skill and ability necessary to perform a job in order to meet the clause's merit requirement.

A third type of merit clause found much less frequently and noted in Table 1 states merely that skill and ability are considered along with length of service. No mention is made, however, of the relative importance to be attached to each.

Skill and ability are difficult factors to measure and differences between employees cannot be determined with precision. Thus, in the collective agreements, definitions of skill and ability or criteria for their measurement are not, as a rule, set forth.

TABLE 1.—SKILL AND ABILITY QUALIFICATIONS IN SENIORITY CLAUSES

(231 Collective Agreements in the Manufacturing Industries)

Skill and Ability Clause	Contracts		Workers Covered	
	No.	%	No.	%
Seniority applies where skill and ability relatively equal	141	61	134,400	69
Seniority applies where skill and ability sufficient	54	23	41,100	21
Seniority, skill, and ability considered together, but relationship not set forth	28	12	16,000	8
No skill and ability provision	8	4	3,200	2
Totals	231	100	194,700	100

TABLE 2.—SITUATIONS TO WHICH SENIORITY APPLIES

(231 Collective Agreements in the Manufacturing Industries)

Seniority Application	Contracts		Workers Covered	
	No.	%	No.	%
Layoffs, rehirings and promotions	127	54·9	132,700	68·2
Layoffs and rehirings only	41	17·7	15,900	8·2
Layoffs and promotions only	35	15·2	32,700	16·8
Layoffs only	16	6·9	6,000	3·1
Promotions only	7	3·1	5,800	2·9
Not specified	5	2·2	1,600	·8
Totals	231	100·0	194,700	100·0

For the most part, decisions are left to management, subject to the union's right to challenge them through the grievance procedure. As a result, the application of the seniority provisions gives rise to a substantial volume of grievances.

Situations to which Seniority Applies—The large majority of the 231 manufacturing agreements list the situations which require the application of the seniority provisions, although many do not describe the application in detail. Most of the contracts specify that seniority is to be followed for layoffs, re-engagements, and promotions (Table 2). Almost invariably, seniority must be considered in laying off employees but, as the table shows, a number of the seniority systems examined fail to mention re-hirings or promotions.

Seniority clauses dealing with layoffs may be of a general nature or may set forth the order of layoff at some length. Clauses of both types were found among the agreements analysed. Those of a general nature state merely that, when the work force is to be reduced, employees will be laid off in order of seniority subject to any merit limitation. More elaborate layoff clauses were frequently found, particularly in highly-departmentalized establishments or in firms where a series of distinct operations exist and where a layoff may affect certain departments or occupational groups and not others. In these, reductions in staff may be on a departmental or occupational basis and an employee to be laid off is prohibited, or at least restricted, from transferring to another group even though he has longer service with the company than employees in other sections.

Very few of the agreements have extensive re-hiring clauses. Most simply state that, subject to skill and ability requirements of the jobs available, workers will be re-engaged in the reverse order of being laid off. However, as pointed out below, many agreements provide that, after being continuously laid off for a specified time, an employee loses his seniority rights and need not be re-hired.

Seniority clauses dealing with promotions may be general or may be limited by confining promotions within departments or occupational groups. Forty-four of the agreements, covering 60,000 workers, require the company to post notices of vacancies for a certain time before positions are filled, to give employees an opportunity to apply.

Seniority Areas or Districts—Seniority clauses sometimes become quite complicated, and even ambiguous, in attempting to define the area or district within which seniority is to apply. Not all agreements describe in detail how the system operates. As indicated earlier, managements frequently desire to confine the application of seniority to departments or occupational groups, whereas unions tend to seek a plant-wide system. Most workers in the study were covered by agreements which provided for some sort of combination of the various seniority districts (*see* Table 3).

Occupational seniority, which means that employees can exercise seniority only within the occupational group to which they belong, was comparatively rare. This type of seniority is usually found among craft groups where the collective bargaining unit covers only the particular craft. Department-wide seniority, strictly adhered to, permits employees to accumulate and exercise seniority rights only within the

TABLE 3.—OCCUPATIONAL, DEPARTMENT AND PLANT SENIORITY

(231 Collective Agreements in the Manufacturing Industries)

Type of Seniority	Contracts		Workers Covered	
	No.	%	No.	%
Occupational wide only	4	1·7	1,500	·8
Department wide only	45	19·5	31,600	16·2
Plant wide	31	13·4	13,500	6·9
Occupation wide and Department wide	9	3·9	5,700	2·9
Occupation wide and Plant wide	2	·9	300	·2
Department wide and Plant wide	58	25·1	79,000	40·6
Occupation wide, Department wide and Plant wide	7	3·0	25,000	12·8
Type of Seniority not stated	75	32·5	38,100	19·6
Totals	231	100·0	194,700	100·0

department in which they work, although they may move from occupation to occupation within the department without affecting these rights. Plant-wide seniority permits employees to exercise their seniority throughout the establishment. In the combination types, employees can apply their seniority only within the smaller district in some circumstances but over the broader areas in others, as discussed below.

The agreements examined indicate that plant-wide seniority is most likely to be found in establishments employing relatively small numbers of workers and where the various jobs do not require high degrees of skill. In some establishments, employees can, with little training, handle most jobs in the plant. On the other hand, among larger plants having distinct occupational and departmental structures, seniority by group or combined plant and group seniority is more frequent.

Many of the agreements do not describe precisely how seniority operates within the various seniority districts. Furthermore, a number of the contracts state that seniority is on a restricted basis although it is evident from the wording of the clauses that it may actually be applied on a broader basis in some circumstances.

In the few contracts which state that seniority is on the basis of occupational groups, it is not always clear that seniority rights cannot be exercised over a broader area and in at least one it is evident that an employee laid off from his regular job can use his seniority to displace a worker in another occupation, provided he is capable of handling the task.

About half the contracts providing for departmental seniority plainly specify that its application is to be strictly on a departmental basis. Other agreements, although stating that an employee acquires seniority in the department in which he is assigned, do not make it entirely clear that its application is so limited. In fact, four of these agreements definitely declare that, for layoffs at least, seniority may be exercised throughout various departments, so that in effect it is plant rather than departmental seniority that applies.

Among the agreements which provide for occupational seniority combined with departmental or plant seniority, more than one-third state only that both types of seniority are recognized. A larger number declare that layoffs will be by occupation as far as possible but that qualified senior employees in occupations experiencing staff reductions may move to other occupations.

A substantial majority of the agreements in which a combination of department-wide and plant-wide seniority is operative do specify how the two types of seniority apply. In more than one-third of these agreements, the employee, on completion of a probationary period, acquires department seniority only. After a further period of employment, ranging from six months in some contracts to as high as two years in others, the employee is also placed on a plant-wide seniority list. When reductions become necessary in any department, the order of layoff is often set forth as follows: first, probationers; second, employees in the department with only department seniority rights, in order of seniority; third, employees in the department with plant seniority. But the employees who have acquired plant seniority may displace employees with lesser seniority in other departments.

In other contracts combining department and plant-wide seniority, both types are acquired after the probationary period. Two methods of application are found, each in less than in a dozen contracts. One method makes plant-wide seniority applicable for layoffs and re-hirings but confines promotions within departments. In the second method, layoffs are on the basis of departmental seniority where the staff reduction is for a short period. For longer periods of layoffs, employees can exercise their plant-wide seniority in other departments. The number of days after which plant seniority becomes effective is normally specified.

Some of the largest bargaining units covered by the contracts examined provide for a combination of occupational, department, and plant seniority. In general, where layoffs are to be of very short duration, they are made on an occupational group basis; for layoffs of longer periods, an employee may exercise his seniority throughout the department in which he works; while, for layoffs of some duration, e.g., 20 days or more, plant-wide seniority applies. The periods beyond which seniority can be exercised over the wider areas is specified in all of these agreements.

It will be noted in Table 3 that a substantial number of contracts do not stipulate what type of seniority applies in the bargaining unit. These agreements state only that seniority accumulates from the date of hire and name the situations in which seniority is considered. On the average, the bargaining units covered by these agreements are small in terms of numbers of employees and presumably seniority applies over the entire plant.

Clauses dealing with promotions are usually general in wording, stating only that seniority applies in promotions subject to skill and ability, without specifying the area over which it is to apply. A substantial number of the agreements, however, confine promotions to the smaller seniority units, even though seniority may be exercised over a wider area in cases of layoffs and re-hirings.

Where seniority is on the basis of groups or districts within a plant or is of the combination type, a question may arise about the seniority standing of an employee who is permanently transferred from one group or district to another. More than 70 per cent of the agreements with such seniority arrangements have a clause dealing with transfers. Two methods of handling the matter are found in almost equal numbers among the agreements. One provides that, when an employee is transferred, all his seniority rights go with him to his new job. The other type of clause provides that, when an employee is transferred to another seniority district, he retains his seniority standing in his former group for a limited period of time, after which his accumulated seniority is transferred to his new seniority group.

Seniority Standing of Employees

There are other clauses in the seniority plans which deal primarily with the seniority standing of employees so that they will be correctly ranked on the seniority list or lists and thus facilitate the functioning of the plan. These clauses are as follows:—

Seniority Lists—Of the 231 contracts studied, 121, covering 116,800 workers, specify that the company must prepare and maintain seniority rosters showing each employee's seniority standing. Many agreements also require that the lists be adjusted and brought up to date periodically. Practically all of them require that the rosters be made available to union representatives so that, if any employee's seniority status is believed to be incorrectly shown, the matter may be taken up with the company.

TABLE 4.—LENGTH OF PROBATIONARY PERIOD IN ESTABLISHING ELIGIBILITY FOR SENIORITY

(231 Collective Agreements in the Manufacturing Industries)

Probationary Period	Contracts		Workers Covered	
	No.	%	No.	%
Less than 3 months...	63	27	52,700	27
3 to 6 months inclusive	93	40	86,300	44
More than 6 months..	7	3	7,900	4
No mention of probationary period...	68	30	47,800	25
Totals.....	231	100	194,700	100

Probationers.—Newly-hired employees are not, as a rule, immediately entitled to be placed on seniority lists. A substantial majority of the agreements provide for a probationary or trial period before such workers become eligible for seniority. During the probationary period, the employer can transfer or discharge the employee without violating the collective agreement. Probationers cannot displace employees with seniority and, where a layoff becomes necessary, they must be removed from staff before any employees with seniority are placed out of work.

In the majority of the 231 agreements under review, the time of probation is less than six months, while in a substantial proportion it is less than three months (Table 4).

Upon completion of the probationary period, employees are placed on seniority lists and, under the great majority of the agreements, seniority is then dated back to the time the employee was hired.

Exceptions to Normal Seniority Standing.—Under a minority of the agreements, certain classes of employees are extended special consideration which enables them to remain employed during a period of layoff despite a lack of the necessary seniority. The two groups most commonly referred to are union stewards and employees with skills necessary to plant operation or undergoing special training.

Where such an arrangement applies for union stewards, it is accomplished through a "superseniority" clause under which stewards receive preferred treatment irrespective of their actual seniority. Unions may press for this type of clause to insure that experienced representatives will be available at all times to act on behalf of employees. Among the agreements examined, 39 contain a superseniority clause.

Some companies desire the employees having special skills or undergoing special training be assured of employment during slack periods regardless of their seniority. Twenty-two of the agreements make such provision but, generally, the number of employees to whom such a clause may apply is limited to an absolute number or to a small percentage of the total labour force in the plant.

Authorized Leaves of Absence—Many of the contracts include provisions to protect

TABLE 5.—CLASSES OF AUTHORIZED LEAVE OF ABSENCE DURING WHICH SENIORITY WILL NOT BE AFFECTED

(231 Collective Agreements in the Manufacturing industries)

Class of Permissible Leave	Contracts	Workers Covered
Personal	115	107,800
Full-time union business	44	79,000
Occasional union business	46	45,700

an employee's seniority standing while he is on authorized leave of absence. Two classes of leave for which authorization can be obtained are common in the agreements analysed. One can be broadly designated as leave for personal reasons; the other, leave to engage in union business. The latter may be of two types. Leaves of considerable duration may be granted to employees elected or appointed to full-time union positions. Leaves of short duration may be provided for union representatives to attend conferences. The frequencies of the various classes of authorized leave are given in Table 5.

Leaves of absence to take part in union affairs are frequently restricted to a small number of employees and the time allowed is often set forth in agreements. On the other hand, clauses covering personal leaves are more frequently general in wording, merely providing that an employee, for good cause, may obtain reasonable leave of absence without effect on his seniority status. Only 22 of the agreements mention time limits, and they are almost evenly divided between three months, six months, and one year, subject to renewal.

The number of employees permitted leave without loss of seniority to engage in union activity on a full-time basis is mentioned in more than half the contracts providing for this type of leave. The usual number is one or two but in a few large bargaining units is as high as five. They are, as a rule, allowed time off for the duration of the contract, subject to renewal.

About half the contracts which permit leave to attend union conferences place restrictions on this type of authorized absence. The number who may obtain such leave is usually from two to five. The aggregate time off for this purpose during a year is frequently one month per employee but is as low as one week in some contracts and as high as 2½ months in others.

Loss of Seniority—Under certain circumstances, as outlined in many of the agreements, employees lose their seniority standing including all accumulated service credits. The circumstances most commonly found among the 231 agreements are shown in Table 6.

TABLE 6.—REASONS FOR WHICH SENIORITY WILL BE FORFEITED

(231 Collective Agreements in the Manufacturing Industries)

Reason for Loss of Seniority	Contracts	Workers Covered
Resignation or discharge	141	132,800
Absence without leave	82	96,500
Failure, upon notice to return or signify an intention to return to work after being laid off	123	106,900
Layoff for more than a specified period	121	100,300
No provision re loss of seniority.	61	43,000

Seventy-two agreements contain all four of the reasons shown in the table for which seniority will be lost. The others contain various combinations of the four.

Resignation or discharge results in immediate loss of all seniority rights for the employee concerned. However, a discharge can usually be appealed as a grievance and, if found unjust restored under the terms of the agreement.

Where absence without leave is a reason for an employee losing his seniority status, it is normally specified that the absence must be for a stated number of days before the provision can be applied. Two, three, or five days are the most common time limits in the agreements, although a few permit as much as ten days' unauthorized absence. In a small number, there is no stated time limit.

Similarly, for failure to return to work or signify an intention to do so, a time lag of a few days after the sending of the notice is allowed before an employee loses his seniority standing. There is a tendency for the allowable time to be a little longer than for absence without leave, three, five, seven and eight days being common.

Employees who are laid off retain their seniority status as a rule and, when staff is again increased, they are normally re-hired in the reverse order of layoff. More than half the contracts, however, limit the period of continuous layoff during which seniority can be maintained. Two practices prevail among the agreements analysed: most commonly, it is stated that laid-off employees will be kept on seniority

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rosters for a specified period, but in some cases the period depends instead on the employee's length of service (*see* Table 7).

In some agreements having the second type of arrangement, the length of continuous layoff during which seniority will be retained is equal to the employee's length of service. In a few others, seniority status is unaffected during layoffs of one-half the employee's length of service until he had acquired one or two years of seniority, after which layoffs equal to service do not affect seniority. Still other contracts provide a progression to a maximum time after stated periods of service such as a range up to a maximum of one year of layoff after two years of service, two years of layoff after five years' service, three years after ten years, or even five years after five years of service.

TABLE 7.—PERIOD OF CONTINUOUS LAYOFF DURING WHICH SENIORITY WILL BE RETAINED

(231 Collective Agreements in the Manufacturing Industries)

Layoff Period during which Seniority Status Retained	Contracts		Workers Covered	
	No.	%	No.	%
Less than 6 months...	4	1·7	1,500	·8
6 months to 1 year inclusive.....	44	19·1	22,000	11·3
More than 1 year.....	58	25·1	54,200	27·8
Dependent on length of service.....	15	6·5	22,600	11·6
No provision.....	110	47·6	94,400	48·5
Totals.....	231	100·0	194,700	100·0

Vocational Training Advisory Council Holds 19th Semi-Annual Conference

Training of disabled persons is major topic of discussion. Deputy Minister of Labour stresses importance of training the disabled to fit them for permanent employment, help them become self-supporting

Training of disabled persons was the topic of major importance at the 19th semi-annual meeting of the Vocational Training Advisory Council in Ottawa February 19 and 20.

Dr. Arthur MacNamara, Deputy Minister of Labour, in a welcoming address, told the members that the question of supplying adequate vocational training to the disabled in Canada was of prime concern to the federal Government. He stressed the importance of giving proper training to the disabled to enable them to become self-supporting.

The Vocational Training Advisory Council is composed of representatives of employers, labour, war veterans, women's organizations, educationists and other interested groups. Its function is to assist the federal Minister of Labour in formulating policy and administrative procedure in the promotion of vocational training in Canada.

The two-day meeting, under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, was attended by representatives from all ten provinces.

Supervisor of Technical Training

C. R. Ford, Supervisor of Technical Training, reported that statistics for enrolment in vocational classes during the fiscal year 1951-52 were not available. However, Quebec had reported a 30-per cent increase in enrolment in arts and crafts schools over the previous year. All schools are filled to capacity and the directors are planning an expansion of facilities. New Brunswick and Nova Scotia also reported materially increased enrolments.

Shop teachers are reported in short supply. Some difficulty was had in getting fully qualified tradesmen to take time out from work to train for teaching jobs which pay no more than can be earned at a trade, he said.

Mr. Ford said there is a need in Canada for schools to prepare out-of-school youths, older workers and apprentices for direct entry into gainful employment and for upgrading therein. In Canada these trade schools are referred to as institutes. A number of them have been developed and in almost every province more facilities are needed and are being planned, he said.

A special survey by the Dominion Bureau of Statistics had forecast that secondary school enrolments will double in the next 12 years. The implications of this from the standpoint of vocational training facilities are far-reaching, said Mr. Ford.

Youth Training—Enrolments have not increased in this type of training, given chiefly for rural young people and fishermen. From April 1 to December 31, 1952, 1,558 new students were enrolled in these classes, a decrease of 436 from the same period of the previous year.

In Nova Scotia the upper age limit has been removed for all training given under this schedule. Last year it was found that many applying for fishermen's classes were owners of fishing vessels and more than 30 years of age. It is planned to remove the upper age limit in other provinces when the agreement is next renewed.

Representatives from Saskatchewan and Alberta reported that in their provinces training in rural electrification is being given to farmers under this schedule. This training deals with both repair work on electrical apparatus and preliminary wiring.

The number of university students being assisted under the Student Aid program increased by 792 during the fiscal year, Mr. Ford said.

Schedule K-1 (Trade Training for Armed Services)—During the last nine months of 1952, 517 Army and 64 Air Force men were given training under this schedule, a slight increase in enrolment over the same period of 1951. Those members of the services being taught were vehicle, electrical and telecommunication mechanics. Recently the Army has inquired about the possibility of having service personnel trained in commercial work under this schedule. Mr. Ford said the Department of Labour is prepared to train Army personnel in commercial work.

A board has been established in Ontario to handle requests for teachers in language and related subject matter. The Department of Social Welfare and Youth in Quebec, and the Department of Education in British Columbia, have taken on the work of supplying civilian instructors to the service schools in their respective provinces. The present requests are for a total of 60 teachers.

Schedule K-2 (Training of Workers for Defence Industries)—Special K-2 classes were held during 1952 at Halifax, Moncton, Hawkesbury, Edmonton, Vancouver, Sorel and Montreal, in the machine shop, welding and sheetmetal trades and in blueprint reading. Full-time training was given to 307 and part-time training to 1,063 persons during the last nine months of 1952. This is an increase in full-time classes of ten over the corresponding period of the previous year. New classes may be established under this schedule when it is certified that there is an immediate or potential shortage of workers for a specified trade in a particular industry engaged in defence production.

Vocational Correspondence Courses—Under the agreement 15 vocational correspondence courses have been completed; two others are finished far enough so that pupils may register; 26 are under preparation and two courses have been dropped.

Eleven thousand five hundred English and 4,500 French copies of the Vocational Correspondence Courses booklet have been distributed.

Apprenticeship—At the end of 1952, 11,585 apprentices were registered in the seven provinces with which there is an agreement. This represents an increase of 661 over the registration in September. The year-end registration for 1951 was 11,042; for 1950, 10,721; for 1949, 11,473; and for 1948, 11,483. Newfoundland has recently appointed a Director of Apprenticeship and it is expected that the province will enter into an agreement with the federal Government at an early date.

The booklet *Apprenticeship in Canada*, prepared by the Vocational Training Branch of the federal Department of Labour in 1949 and now out of print, is being revised and brought up to date.

Schedule "M" (Training of Handicapped)—Enrolment in these six-month courses, in operation in the eight provinces on the mainland, was 1,388, including 291 handicapped persons, during the last nine months of the year. Special classes have been organized for the handicapped in Newfoundland, New Brunswick, Ontario and Alberta. However, the practice followed is to place the candidates for training in regular rather than special classes.

Vocational Schools' Assistance

During the fiscal year the full amount of the annual allotment for capital costs expired on March 31, 1952, but was renewed for one year for Ontario, Manitoba and Saskatchewan, where projects had been delayed and there was still an uncollected balance in the capital allotment.

A large part of the capital funds under the Vocational Schools' Assistance Agreement was used to build vocational training

facilities at high school level, by way of composite vocational and technical high schools, and arts and crafts schools.

Mr. Ford reported that up to January 15, 1953, assistance under the Agreement had amounted to $8,550,735.99 from the special allotment of $10,000,000 for capital expenditures on buildings and equipment.

Vocational Training for Disabled

The National Co-ordinator of Civilian Rehabilitation, Ian Campbell, spoke on plans to integrate vocational training with the work of the National Advisory Committee on the Rehabilitation of Disabled Persons. This Committee has been in operation for one year (L.G., Feb. 1952, p. 128). It has suggested that in each province committees composed of the health, welfare and education departments be set up to deal with the problems of disabled persons.

Mr. Campbell said that Schedule "M" of the Vocational Training Agreement had been found to be inadequate and that a new schedule had been proposed.

A. W. Crawford, Director of Training in the federal Department of Labour, outlined the essential requirements and conditions of a special Schedule "R" for the training of disabled persons.

This schedule proposes federal-provincial sharing of costs in a project designed to provide for the vocational, technical and professional training of disabled persons to fit them for permanent employment in suitable occupations.

The proposed schedule would provide such help as longer full-time and part-time training periods than those normally provided under existing schedules; extra living and travelling allowances necessitated by disability; specialized training techniques; academic, vocational and professional training for which no provision is made under other schedules; and specially organized classes and training facilities.

Wherever possible, training under this schedule would be given in established schools and institutions, whether operated by provincial and municipal governments or by private institutions. Training would also be given on the job.

It was further proposed that wherever possible, disabled persons undergoing apprentice training would be trained in the regular way and under regular apprenticeship plans, with special provisions made for their major handicaps.

The Council recommended the adoption of the principle of the proposed schedule. It requested that Mr. Crawford proceed with measures to bring about its early implementation.

During the discussion, Mr. Campbell pointed out that rehabilitation of the disabled should not be considered an expense but rather an investment. Rehabilitated disabled persons were already contributing to the national economy, he said.

Training for New Canadians

It was reported that language instruction, both English and French, for new Canadians will be undertaken by the Department of Citizenship and Immigration. The Council had previously decided to request that funds be provided for this purpose to the Department of Labour.

Student Aid

Several provinces reported an increased demand for bursary funds under the Student Aid Program.

It had been suggested at the previous meeting of the Council that a careful inquiry be made as to the actual need for additional bursary funds under Student Aid. Mr. Crawford reported that this study would not be made by the Department of Labour until the federal Government had decided on definite action with regard to the recommendations of the Massey Commission on federal scholarships and bursaries.

The representative from Saskatchewan reported that students in his province applying for aid to attend university were given loans only. In Nova Scotia, New Brunswick and Quebec, both loans and grants were given but the amounts had to be made smaller because of the increased demand.

Vocational Training Agreements

Mr. Crawford reported that the present vocational training agreement which expires on March 31, 1953, will be extended for an additional three years, rather than draw up a new agreement and revise schedules.

The extended agreement expires on March 31, 1956, one year after termination of the Vocational Schools' Assistance Agreement, and the Correspondence Courses Agreement, and two years after the Apprentice Agreement.

Defence Training Program

Mr. Crawford said that it has been difficult to determine which trades or occupations may be regarded as critical occupations requiring special training provisions under Schedule K-2. With the

exception of a few large plants, industrial enterprises engaged in defence production have apparently been able to meet their requirements for skilled labour without establishing special training programs, he said.

He reported that special efforts were being made to encourage the promotion and development of apprenticeship training wherever shortages occurred, especially in the metal working and aircraft trades. He said that where the provinces state there are specific needs in these trades, Schedule K-2 will be put into effect to meet these needs.

Instructors for Colombo Plan

The Training Branch of the federal Department of Labour has continued to co-operate with the International Economics and Technical Co-operation Division of the Department of Trade and Commerce in helping to find suitable teachers and administrators of vocational education for service under the Colombo Plan and with various agencies of the United Nations in other countries. Requests for Canadian teachers, administrators and other personnel will be circulated to the provincial Departments of Education.

Teaching Aids and Equipment

Development of a nation-wide plan for the supplying of equipment and teaching aids to apprenticeship classes by Canadian manufacturers of automobiles was reported on by J. H. Ross of Calgary.

Mr. Ross said the purpose of the plan was to establish an over-all apprenticeship scheme and to realize a saving on the purchase of equipment. Conferences were held with representatives of the auto industry in Regina, Moncton, Montreal and Toronto. Co-operation was promised between the industry, the federal Government and the provincial Governments.

The Council was told that there existed a shortage of apprentices for body work in the automobile industry, although there was no shortage of mechanics and apprentices to this trade.

Mr. Ross will continue his efforts to develop the plan and report again at the next meeting of the Council.

Vocational Training Publications

The publication of monographs on the designated trades is continuing, the Council was told. Dr. G. V. Haythorne, Director of the Economics and Research Branch of the federal Department of Labour, said that a monograph on railway occupations had just been completed. Monographs on non-professional hospital workers and on welders were being prepared. Others on forestry workers, secretaries and office workers were being planned.

Dr. Haythorne said these monographs were distributed to schools through the Department of Education and through the National Employment Service. Requests from both provincial Departments of Education and from individuals have been increasing.

Members of the Council agreed that the monographs were useful and that their publication should be continued.

Trade Analyses

The work of preparing trade analyses, as requested by the National Conference on Apprenticeship, has been undertaken by the Economics and Research Branch of the Department of Labour. Mr. Crawford said the purpose of the analyses was to establish standards for the various trades and to outline procedures for training apprentices. He said they were not designed to establish uniformity in either the trade or the training.

Analyses were requested in 20 trades and a beginning made on the analysis of carpentry and the machinist's trade. It was felt that more consultation was needed with experts in the various fields.

Vocational Schools' Assistance Agreement

A report on proposals for revision of the Vocational Schools' Assistance Agreement was prepared by a special committee and presented by J. H. Ross.

After much discussion, this report was sent back to the committee for further study. It was moved that the special committee be expanded from three members to five and that it confer with the Dominion Statistician and others about the selection of a better basis for distribution of funds under the Vocational Schools' Assistance Agreement.

Other Matters

On the second day of the meeting, members of the Council attended a luncheon at which E. K. Ford, Director of Vocational Education in the Nova Scotia Department of Education, gave a talk on his impressions of Iraq gathered from a recent stay in that country.

In Iraq Mr. Ford was an official of the Technical Assistance Department of UNESCO. He reviewed the country's economic and social conditions and told of the help given by the United Nations

to the Iraq Government in establishing vocational schools and classes in the textile industry and in agriculture.

H. A. Jones, Director of Technical Education in the Department of Education, Victoria, spoke of a Technical Science Course being prepared in British Columbia. This course is designed to turn out high school graduates who are potential technicians, industrial leaders and engineers. The course combines scientific study with shop work and technical training.

The Council agreed to endorse a booklet to be given to each student containing his record of studies and practice and presentable anywhere in Canada.

Members Attending

Members attending the meeting of the Council were:—

Dr. G. Fred McNally; T. D. Anderson, General Secretary, Canadian Legion, BESL, Ottawa; G. G. Cushing, Secretary-Treasurer, Trades and Labour Congress of Canada, Ottawa; W. H. C. Seeley, Personnel Manager, Toronto Transportation Commission, Toronto; Mrs. A. Turner Bone, President of the National Council of Women of Canada, Montreal; E. K. Ford, Director of Vocational Education, Department of Education, Halifax; Dr. G. A. Frecker, Deputy Minister of Education, Newfoundland; J. W. McNutt, Director of Vocational Education, Department of Education, Fredericton; Gustave Poisson, Deputy Minister, Department of Social Welfare and of Youth, Quebec; W. A. Ross, Regional Director, Department of Education, Regina.

Others attending the meeting were: Dr. L. W. Shaw, Deputy Minister and Director of Education, Charlottetown; J. Delorme, Director General of Studies, Arts and Crafts Schools, Montreal; A. M. Moon, Assistant Supervisor of Secondary Education, Department of Education, Toronto; L. S. Smith, Technical School Inspector, Department of Education, Winnipeg; H. A. Jones, Director of Technical Education, Department of Education, Victoria; Dr. G. V. Haythorne, Director of the Economics and Research Branch, Department of Labour, Ottawa; J. H. Ross, Calgary; Dr. H. W. Jamieson, Director of Training Services, Veterans Welfare Services Branch, Department of Veterans Affairs, Ottawa; M. K. Hicks, Department of Finance, Ottawa; and Col. G. M. Morrison, W. Duncan, T. A. Fishbourne and J. E. Lyons of the Unemployment Insurance Commission, Ottawa.

Report on the Colombo Plan's Technical Co-operation Scheme

Scheme helps Commonwealth countries in South and South-East Asia to find necessary technical skills and train own people as technicians. Services of 80 experts, training facilities for 658 provided so far

Under the Colombo Plan, assistance to economic development in South and South-East Asia provided from outside the area is of two kinds. First, capital is being contributed to help finance the development projects of the countries in the area. Secondly, these countries are being helped to find the necessary technical skills and to train their own people as technicians and skilled workers. The United Kingdom Information Office has prepared a report, reproduced here, on the Technical Co-operation Scheme of the Colombo Plan, through which the second form of help is mainly provided.

For more than two years now, countries of South and South-East Asia have been able to call on the Technical Co-operation Scheme of the Colombo Plan for help in finding the technical experts, training facilities and training equipment required by their expanding programs of economic development. The decision to start this Scheme was taken by the Consultative Committee of the Plan at its meeting at Sydney in May 1950.

The Consultative Committee recognized that the shortage of skilled men in South and South-East Asia was great enough to warrant a further co-operative effort to supplement the contribution to the problem already being made or planned by private enterprise, by the United Nations, and under the United States "Point Four" program. The Commonwealth Governments who sponsored the Colombo Plan therefore agreed to contribute technical assistance up to the value of $22½ million over a three-year period ending on June 30, 1953. This period has now been extended

to June 30, 1957, to make it co-terminous with the period of the Colombo Plan itself.

Administration

The Scheme is administered by a Council for Technical Co-operation composed of representatives of participating Governments. It held its first meeting in December 1950, when it set up a Bureau with headquarters in Colombo. The Council and Bureau are not themselves responsible for supplying the trained men and training facilities and there is no centrally-administered fund. The Bureau acts as a clearing house—receiving requests and offers of assistance and initiating action to match them—and the Council makes recommendations on matters of policy and generally supervises the operation of the Scheme.

In the words of the Colombo Plan report, the Council and the Bureau "may usefully act as a channel for making information available to Governments about sources from which trained men and training facilities may be sought and, where necessary, as a clearing house for requests for technical assistance".

The actual provision of any item of assistance and the contracts and other necessary arrangements involved are left to direct negotiations between the giving and receiving Governments. The former meet the cost of the technical assistance they supply out of their agreed contribution to the Scheme.

The first President of the Council for Technical Co-operation was R. Coomaraswamy of Ceylon, who was re-elected in June 1952. The Director of the Bureau since August 15, 1951, has been Geoffrey Wilson, who was seconded for the job by the United Kingdom Government and now fills the role of an international official.

Membership

The original members of the Council were the United Kingdom, Canada, Australia, New Zealand, India, Pakistan and Ceylon. They were joined as full members in 1951 by Viet Nam and Cambodia and, early in 1952, by Burma and Nepal. Indonesia, the Philippines and Thailand have been represented by observers at many Council meetings. Like the Colombo Plan itself, the Technical Co-operation Scheme, although a result of Commonwealth initiative, is intended for the benefit of all countries in South and South-East Asia. Full membership of the Scheme carries with it the right to take part in the deliberations of the Council but is not a condition governing the use of the facilities of the Scheme.

Council meetings are also attended by liaison officers from the United States Government and from the United Nations Technical Assistance Board. In this way the Council seeks to avoid duplicating and overlapping the activities of other organizations operating in the same field.

Mutual Help

Co-operation is the keynote of the Scheme as its name implies: through the Council and Bureau the participating countries work together in seeking the most effective means of satisfying their technical assistance needs. And the countries in the area give as well as receive. Thus, India has agreed to provide assistance to the value of Rs. 10 million ($2,000,000) and has already made available to Ceylon the services of experts on caustic soda manufacture, sericulture and iron and steel manufacture. India has also provided Pakistan, Ceylon, Indonesia, Nepal and Thailand with scholarships at the International Statistical Education Centre in Calcutta, which is run in conjunction with UNESCO; offered fellowships at the Central Rice Research Institute at Cuttack and trained four engineers from Ceylon in building dams and power projects. Pakistan has offered a contribution of Rs. 1½ million to cover scholarships, fellowships and the provision of experts and training facilities: it has offered Ceylon four scholarships in sugar agronomy and training facilities relating to a projected vegetable oil mill. Ceylon is to contribute Rs. 1,776,000 for each year of the scheme and is providing training facilities in rural development work and the working of co-operatives.

Achievements

As at August 31, 1952, the services of 80 experts and training facilities for 658 persons had been offered and accepted under the Scheme. The allocation of experts was as follows: India, 15; Pakistan, 36; and Ceylon, 29. The supplying countries were the United Kingdom, 39; Canada, 4; Australia, 21; New Zealand, 13; and India, 3.

Of the 658 training places already made available India is filling 261, Pakistan, 182; Ceylon, 148; the Federation of Malaya, 27; Singapore, 1; North Borneo, 4; Sarawak, 6; Indonesia, 16; Nepal, 6; Philippines, 3; and Thailand, 4. The facilities were provided by the United

Kingdom, 207; Canada, 95; Austrilia, 218; New Zealand, 107; India, 30 and Pakistan, one.

Senior officials, mainly from India and Pakistan, have been on short missions to Australia, Canada, and New Zealand to acquaint themselves with the latest developments in civil engineering, power development, civil aviation, agriculture, education and other fields and to explore what these countries can offer in the way of experts and training facilities. Australia has conducted special courses for nominees of recipient countries in Government administration, social services and librarianship; further courses of this kind are planned.

There have been a number of schemes where capital assistance that has been provided for economic development has been combined with technical assistance. The two principal examples of this are: (a) in Pakistan, where an experimental livestock farm is being set up in the Punjab and where the Canadian, Australian and New Zealand Governments are joint contributors providing equipment, livestock and the personnel to inaugurate and manage the scheme in its early stages; (b) in Ceylon, the Canadian Government is providing personnel as well as trawlers and refrigeration plant for the fishing industry.

Other offers of training facilities, experts, consultants and training equipment have been made by all the participating Governments. At its last policy session, the Council agreed that, in particular, emphasis should be placed on the development of training institutions within South and South-East Asia and stressed the need to help this process by making available the training equipment required. This aspect of technical co-operation is being rapidly expanded.

Canadian Contribution to the Colombo Plan

(The part Canada is playing in the United Nations Expanded Program of Technical Assistance and in the Colombo Plan is summarized in the December issue of External Affairs, *monthly publication of the Department of External Affairs, from which the following excerpt is taken.)*

During the past few months Canadian experts have been supplied to the United Nations Technical Assistance Administration to establish a training centre for blind persons in Egypt, to make recommendations on public administrative services in Burma, and to advise on the organization of a civil service staff college and training in Israel. A Canadian has gone to Burma to help with an ILO training program. Two more Canadians have recently been recruited to work in the field with FAO in agricultural development programs. Canadians have been recruited for work in the Middle East and in Asia under WHO's program to give assistance in public health and several new nominations of Canadians to assist in UNESCO's program for assistance in fundamental education have been made. Canadian experts have been made available to Colombia to help in the organization of public utilities, to Costa Rica to advise in the modernization of educational facilities, to Mexico to help set up a government printing bureau, and to Bolivia as housing and mining production experts with the comprehensive United Nations Mission to that country. Altogether more than 100 Canadians are now serving abroad with the United Nations Expanded Program.*

With the particular objectives of the Colombo Program in mind, the Canadian Government has lent to the Government of Ceylon a senior professor of agriculture to organize the newly-established Department of Agriculture at the University of Ceylon. A soil-conservation expert from Western Canada has also gone to that country as director of a newly-organized Soil Conservation Department in the Ceylon Government. Also, in answer to a request from the Government of Ceylon, Canada has offered the services of a well-known consultant engineering firm to undertake a comprehensive survey of the drainage and sanitation system of the city of Colombo.

Offers have been made to India of a senior navigation and seamanship expert to serve as principal of the Technical and Engineering College in Bombay and of a vocational-training expert to act as an adviser on vocational training to the Indian Ministry of Labour. If the services of this expert are accepted by the Gov-

*For an account of the United Nations Expanded Program of Technical Assistance and the ILO's participation in it, see the International Labour Review, monthly publication of the ILO, for November-December, 1952.

ernment of India, he will also make recommendations to the Indian authorities about vocational-training equipment which Canada might be able to supply.

Efforts are being made to recruit agricultural engineers to work with FAO in the establishment of agricultural machinery maintenance depots in connection with the Thal Development Project and Experimental Farm in Pakistan. These experts will be required to train young Pakistanis who can in time take over the maintenance of this machinery. Further offers of experts in a variety of fields will be made both in India and Pakistan within the next few weeks.

The operation of the Program for Technical Co-operation is not confined to Commonwealth countries in Asia. Several non-Commonwealth countries, notably Nepal, Burma and Indonesia, have indicated their wish to receive assistance under the Program and at the request of the Government of Malaya, Canada has nominated several agricultural experts and vocational training teachers to serve as instructors in machine-shop practice and in motor mechanics.

The results of Canada's efforts in the field of technical assistance to help the Asian countries in their plans for economic and social development are becoming more evident. There has been an increase in the number of requests of Canada for assistance under both the United Nations and the Colombo Programs. There has been a corresponding increase in Canada's ability to meet them, although the recruiting of a sufficient number of Canadian experts, instructors and technicians for service abroad remains the most difficult problem, and the demand for the services of qualified Canadians from federal and provincial government departments, from universities and from private organizations, continues to increase.

Capital Projects

In the course of advising the governments to which they have been loaned, Canadian technical experts sent out under the Colombo Program may produce recommendations leading to a Canadian-assisted capital project in that country. The recommendations of a Canadian fisheries expert sent to Ceylon a year ago have resulted in a project for the development of fisheries there which Canada is financing under the capital-development part of the Colombo Plan. Similarly capital-development projects in which Canada is assisting Colombo Plan countries in turn generate further requirements for technical assistance. For example, as a direct result of capital assistance Canada is giving to Pakistan, to build a cement plant, the Government of Pakistan has asked that selected Pakistani workers and engineers be trained in the building and the operation of the plant as the project goes forward.

Training Programs in Canada

At the same time as more emphasis is being placed upon recruiting of Canadian experts and instructors to give technical assistance in the under-developed countries and positive steps are being taken to co-ordinate Canadian activities in South and South-East Asia with those of the United Nations Expanded Program, the training in Canada of persons sent here by the United Nations and its agencies or nominated by the Asian governments participating in the Colombo Program continues as an important feature of Canadian participation in these programs. A large part of the success of this aspect of Canada's technical assistance activities has been due to the way in which universities, provincial government and private agencies and individuals across the country have received these trainees. As of November 1, 105 persons had been accepted for training in Canada under the Colombo Program and well over 200 have been directed to Canada by the United Nations and its specialized agencies.

An indication of the variety of fields in which training has been offered to Colombo Plan countries is given by a partial listing of the trainees from those countries at present in Canada. Ceylonese nominees are studying agricultural engineering, plant pathology, teacher training and business administration. Trainees from India are studying hydro-electric power development, mining, electrical and agricultural engineering, highway construction, biochemistry and rural electrification. Trainees from Pakistan are studying tele-communications, education, agricultural chemistry and mechanical engineering. At the request of the United Nations, courses have been arranged in co-operatives, in railroad construction, statistics, public administration, cost accounting and auditing, social welfare, mining, coal petrology, fertilizer and cement manufacture, meat packing and town planning.

Amongst the most interesting and successful of these training programs has been the comprehensive five-months' course offered to 12 junior administrative officers from Pakistan in which the federal Government, four of the provinces, universities and private industry co-operated. During

their stay in this country these young Pakistanis lived in private homes and studied and observed the way things are done in Canada from the work of the RCMP in isolated parts of Western Canada to the co-operative activities of the Extension Department of St. Francis Xavier University in the fishing communities of Nova Scotia.

During the past year six senior health officers from India and Pakistan came to Canada to study the organization of federal and provincial health services and Canadian medical facilities. They were especially interested in what was being done to lower T.B. rates in Canada and in the health services available to Canadians living in rural communities. The experience of this mission has resulted in further requests being made of Canada for assistance from the Asian countries in coping with their public-health problems.

At the request of UNESCO, arrangements have been made with the co-operation of Laval University for studies and seminars in fundamental education for French-speaking trainees from Haiti and from the Middle East. The Extension Department at St. Francis Xavier University in Nova Scotia and the Government of Saskatchewan have offered courses in agricultural co-operatives for United Nations Fellows from India, Korea and Nigeria.

Economist Assesses Current Labour Trends and Problems

Sumner H. Slichter, labour economist and Harvard professor, examines unions' role in the economy, philosophy and policies of United States trade unions, their power and responsibility, the problem of disputes that imperil public health and safety, and President's strike powers

How has labour fared during the strong sellers' market of the past six years?

How have the stockholders and management fared?

What kind of philosophy and basic policies have the American trade unions pursued during this period?

What are some of the principal public issues that have been created by the rise of powerful trade unions, in particular the problem of disputes that imperil public health or safety?

These and related questions were discussed in an address, "Current Labour Trends and Labour Problems," delivered by Prof. Sumner H. Slichter of Harvard before the American Gas Association last October.

Trade unions, said Prof. Slichter, are more firmly entrenched in American industry than ever before. The total membership in 1951 he said, was about 14·2 million, divided among about 7·8 million in the AFL,* 4·4 million in the CIO† and 2·0 million in neither federation.

Union Gains

How has labour fared during the strong sellers' market of the past six years?

Labour has made substantial gains in wages, in fringe benefits and in union security, the professor said.

Between 1946 and June 1952, while the consumers' price index rose 35·9 per cent, Prof. Slichter said, hourly earnings in manufacturing rose 61 per cent; in bituminous coal mining, nearly 62 per cent; in building construction, 54 per cent; in railroading, 63 per cent; and in the telephone industry, 38·6 per cent. In gas and electric utilities, average hourly earnings rose 33 per cent between 1947 and June 1952, while the consumers' price index was rising 18·8 per cent.

*The AFL at its 1952 convention reported a membership of 8,098,302 (L.G., Nov. 1952, p. 1453).

†A total of 5,692,284 votes was cast in the recent election for the CIO presidency. This total probably exceeds actual CIO membership because many smaller unions and some of the larger ones that had lost membership in the preceding year were given increased voting strength.

Prof. Slichter termed "substantial" the gains made in fringe benefits. There has been a rapid spread of pension and sick benefit plans and of holidays and vacations with pay, he said. In 1951, employer contributions to private pension and welfare funds exceeded $3 billion—about two and a half times the 1946 total.

In union security, the spread of union shop contracts has been rapid. A government survey of 2,651 contracts in effect in late 1950 and 1951 showed that 58 per cent of the 5·6 million workers were covered by union shop contracts. A similar survey made a year earlier showed 50 per cent of four million workers covered. This acceleration Prof. Slichter attributed to the Taft-Hartley Act which, until October 1951, prohibited employers from granting the union shop unless the union shop had been approved by the employees in a government-conducted election. Not until government conducted the elections required by the Taft-Hartley Act did the country realize how strongly workers favour the union shop, Prof. Slichter declared.

Effect on Profits

How have the stockholders and management fared during the strong sellers' market?

Fortunately, Prof Slichter said, the rise in efficiency has been sufficiently rapid that corporate profits have held up well in spite of the fact that wage rates have increased much faster than have prices. Corporate profits, after taxes and inventory valuation adjustment, were 3·6 per cent of sales in 1951, compared with 5·0 per cent in 1949 and 3·2 in 1946.

The strong sellers' market, he said, seems to have had the effect of slightly raising the share of employees in the product of industry.

Effect on Management

How has the strong sellers' market affected the ability of managements to do a good job of operating the plants? Have unions taken advantage of their strong bargaining power to impose restrictive rules or arrangements on management?

Because the experience of no two companies is alike, an answer to these questions is not easy, Prof. Slichter said. After a number of interviews with managements, he found that a sharp difference existed between what each management says about itself and what it thinks has been happening elsewhere.

Certainly, he said, collective bargaining has become more two-sided. Today, managements more frequently present proposals to the union negotiators than was the practice a few years ago. The view that bargaining was simply an occasion when the union "asked for things" has changed. Various companies report having negotiated improvements in their contracts during the last few years and, said Prof. Slichter, "an improvement from the standpoint of management is not necessarily a bad feature from the standpoint of the union." The evidence is a healthy sign, he observed; it shows that the bargaining process has vitality, that both sides are using negotiations to talk over problems with the other side and to reach mutual agreement on their solution.

Although bargaining is being conducted more satisfactorily, Prof. Slichter found little evidence that managements are doing long-range planning in the field of industrial relations. "Managements in general," he said, "have not come to grips with fundamental long-run policy issues that are raised by the growth of powerful unions... Only a small proportion of managements seem to have given much thought to the kind of relationship with unions that is practicable and desirable. Can it be a more or less co-operative relationship? Must it be a state of armed truce? How much working together is possible and desirable? Working with unions is likely to increase the prestige of unions. Are managements willing to do anything that raises the prestige of unions, even if by so doing managements raise the efficiency of operations?"

Employer Policies

Other basic policy questions that require managerial decision, Prof. Slichter said, are:—

1. What participation does management desire on the part of employees in the conducting of operations and in the handling of problems?
2. Is employee participation desirable from management's standpoint? Why, or why not?
3. Does management intend as a matter of ordinary practice to consult with unions on matters that are within the discretion of management?
4. Is management prepared to give some form of security to the union?

Union Policies

What kind of philosophy and basic policies have American trade unions been pursuing during the post-war period?

Trade unions, the noted labour economist said, are, above everything else, interested

in getting substantially better wages and conditions for their members. With a few notable exceptions, they are not interested in sharing in or co-operating with management. As he saw it, the basic policy of most unions is as follows—:

"American industry is enormously productive. We wish to keep it enormously productive, and the best way to do this is to insist on big wage increases and thereby to force managements to make even stronger efforts to improve methods. We do not as a general rule obstruct the introduction of new equipment or new processes. In fact, we hope that managements will introduce new machinery and will invent better methods because such things will enable us to get additional wage increases."

Neither management nor the public, Prof. Slichter thought, fully realize how desirable is this basic policy.

"The point of view of unions," he said, "implies a significant specialization of functions and activities. The job of management is to manage. Unions prefer to let management do this. They prefer to specialize on being strong and active bargaining agents and to win gains in productivity. And they believe that their pressure for higher wages and other benefits actually makes managements try harder to raise productivity."

So long as their present policies produce good results, unions will be willing to keep their present philosophy, Prof. Slichter felt. If, he said, managements on careful reflection approve of the present specialization of functions they will be interested in seeing that it works. "How to make it work is one of the most fundamental policy decisions that managements must make."

Labour Costs and Prices

The present system of industrial relations in the United States, said Prof. Slichter, presupposes good success on the part of management in raising output per man-hour and thereby creating additional product to share with employees.

"It is an important shortcoming in management's approach to industrial relations. I think, that top executives do not seem to have carefully analysed the basic policies of unions and have not gained a clear understanding of the stake that management has in making these arrangements work," he commented.

An important shortcoming in the system, he stated, is union rivalry. "Rivalry between unions is strong and is likely to continue to be strong. This rivalry tends to increase the demands that unions make on managements. During most of the time, unions are in a strong enough bargaining position to raise wages and other labour costs faster than managements are able to raise output per man-hour. Hence, labour costs are slowly rising. But increasing labour costs require a rising price level, at least in the long run. A rising price level creates difficult problems. But the problems that would be created by public policies designed to weaken unions and to interfere with the bargaining process would be even greater than the problems created by slowly rising labour costs and a long-run increase in the price level. The American trade union philosophy and the American bargaining system have tremendous advantages for the community as a whole. These advantages seem to me to be worth the slowly rising labour costs and price level which they entail."

Problems Created by Union Growth

What are the principal public issues that have been created by the rise of powerful trade unions, particularly the problems of disputes that imperil public health or public safety?

The great growth of trade unions in strength and power creates the problem of protecting the members and the community against abuse of power, stated Prof. Slichter. The Taft-Hartley Act, he said, represents the first real attempt on the part of the community to check abuse.

"It is understandable," he said, "that unions should keenly resent this attempt to restrict some of their methods and activities and that the Taft-Hartley Act should become a political issue. And it is not surprising that this first attempt to deal with the difficult problems presented by the rise of powerful labour organizations should contain many serious faults. For example, the Taft-Hartley Act outlaws the closed shop instead of attempting to regulate it, thereby unnecessarily disturbing a well-established institution; it inadequately protects the right of unions to enforce their rules by forbidding employers who have negotiated union shop contracts from discharging workers who have lost their good standing for other reasons than failure to pay union dues; the secondary boycott provisions (while in the main good) are too broad; the provisions for dealing with disputes that could imperil national health or safety are quite inadequate."

But, he said, the good points in the Taft-Hartley Act far outnumber the bad ones. "For example, it provides a statute of limitations governing the bringing of

complaints; it specifically authorizes employers to ask for elections (and there have been many elections held at the request of the employers); it authorizes decertification elections (the lack of such a provision was a glaring fault in the old Wagner Act); it corrects the refusal of the Labour Relations Board to put 'no union' on run-off ballots; it requires the Board to treat independent unions the same as national unions; it imposes the obligation to bargain on unions as well as on employers; it recognizes a category of unfair practices by unions as well as by employers, and there have been hundreds of unfair practice cases filed against unions each year of the Act, many of which have been brought by other unions."

Bases for an Industrial Relations Act

What labour policies should the community adopt to protect its members against abuses of either employer or trade union power?

Prof. Slichter outlined seven basic matters with which, in his opinion, an industrial relations act should deal. They are:—

1. Protection of the right of individual workers to join unions and to remain in unions.
2. Right of unions and employers to be represented by bargaining agents of their own choosing.
3. Scope of the subjects over which each side is required to bargain.
4. Protection of neutrals from injury in labour disputes.
5. Protection of employers against some forms of rivalry among unions.
6. Provision for unions to be held legally responsible for their acts.
7. Protection of the community against strikes or lockouts that imperil the public health or public safety.

Right of individual workers to join unions.—In many parts of industry the right to join a union determines the opportunity to make a living. This opportunity, declared Prof. Slichter, cannot be left solely to a decision by private organizations. Consequently, the terms on which a union shop or a closed shop may be established must be subject to public control to keep the doors of unions open without discrimination, and at a fair initiation fee, and to protect union members from being unjustly deprived of their membership.

Right to choose own bargaining agents.—In this respect the Taft-Hartley Act has taken a step forward, Prof. Slichter stated. It not only retains the provision contained in the Wagner Act protecting employees in the right to be represented by a bargaining agent of their own choosing but also restricts unions from interfering with the selection of bargaining representatives by employers.

Scope of subjects in bargaining.—The policy of requiring the parties to bargain about anything connected with wages, hours or working conditions, and of allowing both a free hand in making the kind of agreements they desire, is a wise one, according to Prof. Slichter:—

"If the bargaining process is to have vitality and to command the confidence of both sides, it should be permitted to apply to almost anything that the parties regard as worth bargaining about. Their judgment, not the judgment of a public agency, should be decisive." The Taft-Hartley Act, he pointed out, imposes virtually no limits on the subjects that may be bargained about.

Protection of neutrals in labour disputes.—Neutrals are entitled to protection from being forced by a boycott or economic pressure to help one side or the other in a labour dispute. While the Taft-Hartley Act attempts to give such protection, its provisions are not as well written as they might be, Prof. Slichter considered. An amendment or a new act, he said, should give neutrals effective protection.

Protection of employers against rivalry among unions.—No protection for employers was provided in the Wagner Act against the efforts of non-certified unions to compel an employer to cease dealing with a certified union and to deal with an uncertified one. The Taft-Hartley Act provides such protection, Prof. Slichter pointed out.

There is need also, he said, to protect employers and the community against attempts on the part of unions to use strikes or boycotts to control the assignment of jobs—attempts on the part of one union to compel an employer to cease employing the members of another union.

"The basic purpose of protecting the right of employees to organize," he emphasized, "was not to help one union fight another union; it was to strengthen employees in their bargaining with employers. Unions have been more uncompromising in their fights with one another over jobs than in their fights with employers. Hence, experience justifies the prohibition of strikes or boycotts to enforce claims to jobs."

The Taft-Hartley Act, he said, attempts to deal with this issue but its provisions are "crudely phrased and leave much to be desired". Referring to a recent ruling of the Supreme Court which permitted an

employer in Alaska to recover a large sum in compensation for damages suffered in a jurisdictional dispute, Prof. Slichter stated: "It is high time that employers be compensated for losses inflicted on them by jurisdictional disputes for which the employer has no responsibility."

Union responsibility.—Because unions are "loose" organizations, Prof. Slichter said, union responsibility is a difficult issue. The Taft-Hartley law makes an attempt to deal with it by giving statutory authority for a position that the Supreme Court took long ago in the Coronado Coal Company case and which many court states have taken. The Act distinguishes between the liability of unions and the liability of the individual members of unions and provides that judgments against the union shall not be enforceable against any individual member. This he considered to be a long step forward.

Protection of the community against strikes or lockouts that imperil public health or safety.—The President, or in the case of states the Governor, needs clear authority to protect the health and safety of the community, it was Prof Slichter's opinion. It is argued by some, he said, that it is unwise to give definite authority to the executive to deal with disputes imperilling public health or safety, on the ground that if the executive's authority is definite, the union or the employer will be able to plan its behaviour so as to evade this authority. He thought, however, that if the executive acts through "implied powers", neither side can predict what the executive may do and each will be restrained in its course of action. He quoted the experience with the recent steel dispute as showing that the so-called "implied powers" are not a satisfactory basis for executive intervention in disputes that create great emergencies. When the executive bases his acts on implied powers, he is bound to create the impression that he is acting in an arbitrary fashion and setting himself above the law.

"When the action of the executive is regarded as arbitrary," he said, "it arouses fear and intensifies the emotions that always accompany a grave dispute. This intensifying of emotions makes the dispute even more difficult to handle." There is also the danger that the executive may interpret his powers too broadly. Here Prof. Slichter referred to the action taken by the President in the recent steel dispute.

In providing a procedure by which the President may deal with disputes that threaten to create national emergencies, the Taft-Hartley Act, he added, is "entitled to credit for attempting to meet a problem that cannot be escaped".

Emergency Disputes

Discussing the provisions in the Taft-Hartley Act for dealing with emergency disputes, Prof. Slichter said it is difficult to imagine a more inappropriate set of arrangements; he cited the injunction provision for obtaining a postponement. The Railway Act, he pointed out, obtains the same result simply by forbidding either party from changing the *status quo* for a limited period.

"The word 'injunction'," he said, "has become charged with much emotion because of the abuse of injunctions in strikes many years ago. The provision that the board of inquiry shall not include recommendations in its report is recognized as wrong, even by Senator Taft. The public naturally wishes to know what settlement the board regards as fair, and the ban on recommendations in the board's report prevents the board from enlisting public opinion in support of a definite compromise. After the enforced delay of 60 days, the men are given an opportunity to vote on the employer's last offer—an offer which their own leaders have rejected. It is certain that they will vote down the offer, as they have done in every vote by an overwhelming majority. After this vote the injunction is discharged."

President's Powers

What authority should the executive (the President or, in the case of states, the Governor) have to deal with disputes that threaten public health or safety?

Several courses of action should be made possible, Prof. Slichter states. In the first place, the President or Governor should be authorized to require a postponement of the strike or lockout for a limited period, say 30 days, to give opportunity for further attempts at settlement. Secondly, he should have authority to summon the parties to a formal hearing before a moderator to show cause why the dispute should not be submitted to arbitration. Thirdly, the executive should have authority to arrange for the investigation of the dispute by an emergency board of public members. The board should have the duty to recommend terms of settlement. "In other words," he said, "it should be similar to the emergency boards created under the Railway Labour Act."

How, Prof. Slichter asked, can the possible appointment of an emergency board be prevented from having the effect

of making the parties less willing to bargain or less willing to submit their dispute to arbitration? The answer, he believed, is to give both unions and employers a strong incentive to avoid having their dispute referred to an emergency board. The attractiveness of emergency boards to both sides can be reduced by giving three additional powers to the executive.

In case one side or the other rejects the recommendations of an emergency board, the executive should have authority to do one of three things: (1) to let the strike or lockout occur, after working out an agreement with the union and the employer that, where technically practicable, production will continue, until the dispute is settled, on a limited scale but on a scale large enough to meet the needs of public health or safety; (2) to seize the property and operate it; (3) to require that the recommendations of the emergency board be put into effect for a limited period, say six months.

Much of the output, even in vital industries, Prof. Slichter observed, is not necessary to vital health and safety. Even though there might be hardship and inconvenience, the vital interest of health and safety would not be imperilled. At the same time, the parties would be able to conduct a sizeable strike or lockout. With the sales of the enterprise cut in half, both the employer and the union would be under strong pressure to reach an agreement. Thus economic warfare would serve its essential purpose of putting pressure on both sides to agree and, at the same time, this warfare would be prevented from imperilling vital interests of the community.

"In my judgment, agreements that production will be continued on a limited scale are the fairest and most practicable solution to the problem of disputes that imperil public health and safety," the professor declared.

As regards seizure of property, this, said Prof. Slichter, "is in bad odour, mainly because of the President's unconstitutional seizure of the steel mills." But, he said, seizure has been used a number of times in the case of the railroads and seems to have worked fairly well. Furthermore, it is authorized by some state laws—in Virginia and Massachusetts, for example.

"Seizure," he said, "should occur only under certain safeguards. The law should provide that in the case of seizure the *status quo* should be maintained. The Government, while in possession of the properties, should not attempt to negotiate new terms of employment, as it did when the coal mines were seized in the spring of 1936."

The requirement that the parties put into effect the recommendations of the emergency board for a limited period would be, in effect, Prof. Slichter maintained, a mild form of compulsory arbitration. At the end of the period, or, by agreement between both parties, during the period, either party would be free to re-open the case and attempt to negotiate new terms of employment. The possibility that the executive might require both parties to put into effect the recommendations of the emergency board would make resort to emergency boards much less attractive to employers and unions and would be a strong inducement to both sides to settle their disputes by negotiation or arbitration, he believed.

Union's Role in Economy

Concluding his remarks with a few general observations on industrial relations in the United States, Prof. Slichter referred to his country's economy as "the most successful in the world". The trade unions and the industrial relations, he said, are "part and parcel of our extraordinary successful economy, and unions display many of the same characteristics that have made the economy successful."

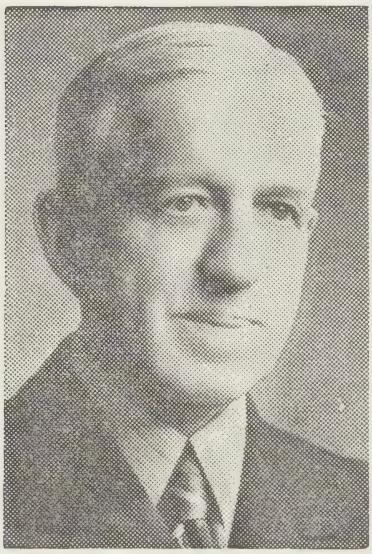
Continuing, he said: "The hard drive to make money that leads enterprises to experiment, to scrap new equipment for still newer equipment, and to expand, finds its counterpart in the hard drive of trade unions for higher and higher wages and bigger and bigger benefits. And just as the businessmen of America (with not too many exceptions) try to make more and more money by expansion and change rather than to protect an established position by cartels which divide up the market, so trade unions seek to serve their members, not by various kinds of rules which ration opportunity or obstruct change, but by driving hard for higher and higher wages without limit.

"I say these things because I do not believe that the American businessmen as a general rule are aware of how American the trade unions of this country really are, of how faithfully they mirror the individualism and the optimism of American culture, the strong faith that this is an expanding universe, and that the key to the better life is growth, innovation, and invention, not restriction and a different division of what we have," he concluded. "The American trade unions are just as distinctively American as is American business. Of course, it could not be otherwise because the same environments have produced the philosophies of American business and of American unions.

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Dr. A. MacNamara Retires

Prime Minister announces retirement of Deputy Minister of Labour who gave 40 years' conspicuous service to provincial, federal governments



After 40 years of conspicuous service in the upper echelons of provincial and federal administration, Dr. Arthur MacNamara on March 4 retired as Deputy Minister of the Federal Department of Labour, it was announced by the Rt. Hon. Louis St. Laurent, Prime Minister.

In a career so crowded with action and achievement, it would be impossible to detail the administrative successes of Arthur MacNamara. But a partial listing of his major accomplishments include the following appointments under the Government of Manitoba: Chief Inspector, Bureau of Labour, 1916; Deputy Fire Commissioner, 1924; Assistant Deputy Minister of Public Works, 1936 and then Deputy Minister of Labour and Public Works. During this period, Dr. MacNamara also served on a number of important provincial boards and commissions.

In January 1940, at the urging of the late Hon. Norman Rogers, the Manitoba Government released Dr. MacNamara to the Federal Government to organize the Dependents' Allowance Board. From here he was requisitioned in a succession of posts —Acting Chief Commissioner of the Unemployment Insurance Commission, Director of National Selective Service and, in January 1943, Deputy Minister of Labour.

However, to Canadians he became a national figure as director of mobilization of the manpower resources of the country. In this pioneering project his operational blueprint served as a working model for other countries. He was constantly in demand to address representative bodies in the United States, struggling to maintain the production lines at peak capacity under a manpower shortage.

Before the war was over mobilization of manpower had reached into every phase of life. For instance, it was precedent-shattering to have Canadian combine crews operating in Kansas and combine crews from Texas harvesting on Canada's western plains in an amazing exchange of agricultural labour across an invisible border.

But the field of mobilizing and channelling manpower into priority industries was not his only proving ground. The post-war task of unscrambling the manpower of defence industries and re-routing it back into civilian production with a minimum of lay-offs and dislocation found him equal to the challenge. There was no dislocation and no mass unemployment.

For this outstanding national service, the King in 1946 made him a Companion of the Most Distinguished Order of Saint Michael and Saint George. The University of Manitoba conferred on him the honorary degree of Doctor of Laws.

Free from intensive preoccupation with war and immediate post-war problems, Dr. MacNamara began re-establishing the Department to meet the challenge of the brave new world that everybody hoped would emerge out of the havoc and annihilation of the war.

With the lifting of immigration restrictions came the first thousands of Displaced Persons seeking a new life in freedom in a new land. To them he extended his quickened sympathy and practical assistance in formulating plans to facilitate their absorption into the Canadian social-economic structure.

He then turned to preparing the Department for the rapid industrial expansion that was making Canada a top-ranking industrial power in the world. The launching of vast projects and feeder plants in all parts of the country, with the fillip to construction, brought in its wake a new set

(Continued on page 412)

A. H. Brown is New Deputy

Succession of administrative posts since his entry into the Federal Government Service in 1929 leads to promotion to deputy ministership

Arthur Huntingdon Brown, appointed Deputy Minister of Labour effective March 5, 1953, progressed by training, application and aptitude in a succession of administrative posts that has now resulted in his promotion to probably the most exacting deputyship in the Federal Government Service.

He belonged to that old school that believed and applied the virtues of integrity and selflessness in a career that placed the emphasis upon adherence to the code of public duty.

Accordingly he preferred to accept service where he could apply his talents to the solution of problems that could increase social standards or eliminate, or diminish, the frictions inherent in the gearing of a nation's industrial potential.

In this respect the Federal Department of Labour offered to him that kind of opportunity.

Typical of his background, there is in his office a pastoral painting of a prairie sky which must be a constant reminder of his boyhood days in the grass lands of Saskatchewan. Though he was born in a manse in historic Huntingdon, Que. (his parents, Rev. Mr. S. Brown and Mrs. Brown, died when he was a boy), he was reared in Moosomin in the home of an uncle, J. T. Brown, now Chief Justice of the Saskatchewan Court of Queen's Bench.

From the primary school at Moosomin he attended high school at Regina. He graduated to the University of Toronto (Victoria College) where as a student he responded to the call that came to all his generation in the First Great War.

He enlisted in March 1915, as a gunner in a distinguished company of gunners that included such now prominent Parliamentarians as the Hon. Douglas Abbott, Hon. Brooke Claxton and Hon. George Drew, and such senior administrators as C. H. Bland, Chairman of the Civil Service Commission, and Watson Sellar, Auditor General. As Gunner Arthur Brown he served in France in all the grim fighting from the Salient to the Somme, being wounded several times.

Back in Regina honorably discharged in 1919, he became articled in law in a three-year course. Admitted to the Saskatchewan Bar in 1926 (also the year of his marriage to the former Miss R. M. Milliken), he practised in that province until 1929.



It was during this interlude that he could have made a name in football, for he was a pivot man with the famed Regina Roughriders.

However, in 1929 he came to Ottawa to accept appointment as Secretary-Treasurer and Legal Adviser to the newly created Canadian Farm Loan Board. During the early period of the Second World War (1939-1942) he was first member, and later Chairman, of the Dependents' Allowance Board, Department of National Defence. From this he went to another Defence Department post as member of the Dependents' Board of Trustees.

In the exigency of wartime industrial relations, the Federal Department of Labour reached out for expert help. Among those it sought and obtained was Arthur Brown for the post of Chief Executive Officer and Legal Adviser (January 1943).

This entailed the vice-chairmanship of the Wartime Labour Relations Board then establishing, under the urgency of war requirements, a new pattern of industrial relations in a series of precedent-making decisions out of which developed orders and regulations that formed the basis of the loosely termed "Labour-Code".

From this it was a natural corollary to the assistant deputyship and later the acting chairmanship of the Canada Labour Relations Board. In some of the most important cases the decisions of this Board have resulted in a comprehensive body of labour-management practice applicable to the changed complex of industrial relations in Canada.

Arthur Brown has developed and pioneered in this practical modern school of labour relations geared to the complexities of a new industrial age entailing an entirely new approach to an entirely new set of conditions imposed by the demands of a tremendous industrial expansion.

For his outstanding civilian service to his country he received the Order of the British Empire.

And so it is that this appointment of Arthur Brown gives the Department and the country the assurance of continuity and competence in labour administration during this critical period of national life.

Dr. MacNamara Retires

(Continued from page 410)

of industrial problems. To meet this new orientation he insisted upon a strong Department and got it.

Labour and employers and newspapermen have testified to his versatility in handling with competence and imperturbability the problems of a Department that, more than any other, deals so closely with those human issues that constantly bring into play conflicting factors—but factors that must be reconciled in the national interest.

When the Prime Minister, speaking to a labour delegation meeting the Cabinet, commented on Dr. MacNamara's relinquishing of the deputyship, he said: "We are all very conscious of the great contribution Dr. MacNamara has made to the economy of Canada and to the progress of our country in recent years and we hope his services will still be available to the Government and the people of Canada for many years".

Within 48 hours the Prime Minister announced Dr. MacNamara's new assignment as "special adviser to the Department of National Defence on the employment of civilians".

Economist Assesses Trends

(Continued from page 409)

"The American economy needs the contribution which the trade unions are making to it. Even with all the competition and research in industry, enterprises need the additional spur to efficiency that comes from strong pressure for higher wages and better conditions. But just as the community needs to fight vigorously the introduction of a philosophy of restriction in business, so it also needs to fight with equal vigour the philosophy of restrictionism in unions—all efforts to create unnecessary jobs (standby orchestras, for example, or two firemen on diesel locomotives), and all efforts arbitrarily to obstruct technological change. Let us have no hesitation in our industrial relations in fighting vigorously over how the gains in production are to be divided but let us be sure that each year there are large gains to fight over!"

See Special Announcement on page 459

International Labour Organization

Vocational Guidance and Training for Women Subject of ILO Report

Need for application of principle of equal rights for men and women in the field of vocational training is stressed. Co-ordinated work between the United Nations and specialized agencies is recommended

Both in those industries traditionally employing a large proportion of female labour and in industries where the labour force is mixed, the position of women workers is closely bound up with the question of vocational qualifications, states an International Labour Office report on specific current problems of vocational guidance and training for women.

"The need to apply the principle of equal rights for men and women in respect of vocational training and to promote full use of the productive capacity of the female labour force," says the report, "is all the more urgent because of the present trends in the employment of women."

The report was prepared for the Seventh Session of the Commission on the Status of Women at the request of the Economic and Social Council of the United Nations. It discusses trends in both the economically developed countries and in non-industrial areas.

In most countries whose economy has reached a high level of development, women workers constitute a considerable proportion of the total working population. Their numbers have become so large in many sectors, says the report, that they must be regarded as an integral part of the total labour force rather than a subsidiary source of labour or a reserve to be drawn upon in times of emergency.

Employment opportunities for women are increasing in number and diversity and distinction between men's jobs and women's jobs is gradually disappearing. A striking feature, however, the report notes, is that in spite of the progress that has taken place women are still employed mainly in semi-skilled work. In comparison with men, women's chances of promotion are more limited and higher technical qualifications are still exceptional among women, particularly in industry and commerce.

In a number of countries, many women, including married and older women, have been obliged to enter or return to employment because of economic difficulties. These women are faced with particular problems, as they are often without adequate training and have difficulty in finding jobs despite the increased employment opportunities. On the other hand, in countries where there is unemployment, which particularly affects unskilled workers, women suffer to a relatively larger extent than men.

Problems

Although the general principles for the vocational training of girls and women are of universal application, the economically and technically advanced areas where training has developed in a fairly homogeneous manner and those where it still occurs only sporadically are considered separately in the report. The problems in the countries of the first group are genuinely vocational training problems, it is stated, while the problems peculiar to the countries of the second group are mainly connected with the development of basic education.

Discussing problems of vocational training in relation to the first group, the ILO reports that the legislation of a large number of countries explicitly or implicitly recognizes the principles for the vocational training of women laid down in the Vocational Training Recommendation, 1939 (L.G., 1939, p. 766). There are now, it says, many vocational schools, training centres and higher technical schools open in principle to both sexes, with the same courses and certificates for boys and girls. In many cases, however, the vocational training facilities available to women do not permit complete and thorough observance of the principles.

The defects appear mainly to arise from two sets of circumstances, the report finds. First, a group of factors (predominantly psychological and social) still tend, even in economically and technically advanced countries, to deter women from undergoing

vocational training or from choosing any vocation outside certain traditional fields. Second, the facilities for vocational training available to girls and women are not always adequate quantitatively or qualitatively, and often do not afford training for a proper career.

Factors Affecting Women's Attitude

The report attributes the lack of interest shown by girls in systematic training for a career and their lack of imagination in the choice of an occupation partly to the general education which they receive and partly to the fact that even today they are often unaware of the opportunities open to them. While the general compulsory education given to boys emphasizes the importance of a career, tries to give them a picture of economic life and, in an increasing number of countries, introduces them gradually to the simple techniques of manual work, the education given to girls rarely takes account of vocational needs to the same extent (even by merely offering a choice between sewing and manual work of the type done by men) and rarely suggests that there are other occupations for the girls apart from home-making.

The same tendency is sometimes apparent even in the vocational training provided for women. Many courses in dressmaking, domestic science, etc., cater indiscriminately for future housewives and future semi-skilled workers and some of the related classroom courses for girl apprentices or trainees tend to prepare them for housework rather than to develop their general knowledge. The value of systematic training for the responsibilities and duties of a housewife is unquestioned, the report points out, but it is important that this should not limit the girls' opportunities of acquiring the additional general knowledge needed for embarking on a career.

Vocational guidance and counselling services also tend to take a conservative attitude with regard to women's employment. In many cases the vocational guidance officers are unable to keep abreast of women's employment opportunities and prospects, the report asserts.

As women become gainfully occupied to an increasing extent, the report points out, it is in the interests both of the national economy and of the women themselves that they should have the same opportunities as men for school and pre-vocational guidance and for a general education based on the assumption that many girls will take up a career. Close co-operation is needed at the international level in this respect between the various specialized agencies concerned with education, vocational guidance and manpower policy, if the progress already achieved is to be continued with success.

On the other hand, although the attitude of girls and women to a career has changed considerably, particularly since the war, there is still a tendency in many cases to consider their presence on the employment market as a temporary phenomenon. In many cases the girls themselves hestitate to undertake a training course of any great length, hoping to give up their career after marriage, states the report.

The parents, for their part, are often unwilling to make the additional sacrifice needed if the daughter is to be fully trained for a vocation or even given basic training for the branch which best corresponds to her aptitudes and tastes. This is a particularly important factor when there are several children in the family. Where the claims of the girls conflict with those of the boys, the parents often consider it better to concentrate their financial efforts on the vocational training of the boys. It may also happen that public or private financial assistance (such as scholarships) makes it possible for the boys to be trained for their chosen occupation, while corresponding facilities for the girls are not yet available or are inadequate. Financial obstacles are even more of a hindrance to the vocational training of adult women who are obliged to go out to work. Here, again, it is important that women should be given the same encouragement and assistance as men receive in similar circumstances, the report advises.

"The principle of equal rights for men and women in regard to training is bound to remain a dead letter," the report states, "as long as the economic burden on those who wish to take a training course is heavier for the girls and women than for the boys and men."

Training Facilities Available

While for various reasons women still do not take full advantage of the opportunities for vocational training open to them, in many cases the number and type of facilities available to women do not correspond to the present importance of the female labour force. The fact that a large proportion of working women are restricted to unskilled jobs is evidence of real shortcomings in the training facilities open to them, says the report.

Equality in the training opportunities open to both sexes could be achieved in principle, the report suggests, if at all grades parallel facilities—girls' departments

in vocational schools, apprenticeship centres and training work shops—were provided for girls and women or if the facilities hitherto reserved for boys and men were made available to women and girls also.

Advances that have been made in this direction are likely to lessen the differences in content and standard which for a long time made women's vocational qualifications of less value than those of men. Differences still exist, however, even where the training facilities are mixed, and certain grades of training, such as upgrading courses, are not open to girls or women, the authors found.

In addition, in many cases the general knowledge of girls and women is less complete than that of male entrants. Women who enter industry often have less understanding of work in an undertaking than men and therefore need special preparation. Allowance must also be made, the report points out, for the fact that most girls and women at present have less general acquaintance with simple mechanics, technology, and the handling of tools, than boys and men. In some countries various methods have been used to overcome this difficulty.

However, even where progress has been made, much still remains to be done before both sexes have equal opportunities of proper careers and equal chances of promotion.

Sound basic instruction will prepare the way for the acquisition of further practical and theoretical knowledge, which is one of the requirements for promotion to the higher grades. But it is also necessary that facilities for further training in the form of courses or in-plant training, identical with or equivalent to those open to men, should be made available for women, the report emphasizes.

Apart from the opportunities for further training during employment, access to the intermediate and higher grades of a career is generally obtained to a great extent by attending full-time vocational schools. Although girls and women are increasingly admitted to such schools on the same footing as boys and men, there are still certain defects in the arrangements, particularly as regards training for intermediate technical posts and for supervisory duties.

As regards the various supervisory grades, it is uncertain whether the problem is one of access to training or of access to the position. In undertakings employing a mixed labour force modern training courses for supervisory jobs are generally open in principle to women but the number of women supervisors so trained is still relatively small. This situation seems mainly due to the psychological difficulty of accepting a forewoman in a workshop where men and women work side by side. It is also due to the fact that relatively few women candidates possess, in addition to their actual vocational qualifications, certain other necessary technical knowledge.

"Female" Occupations

Under the present system of division of labour between men and women workers, certain occupations are still regarded as essentially "female" and conditions of work in them are somewhat different from those in other branches of activity. In these occupations, the report states, the question of vocational training is more one of assessment of the level of the training, rather than in what respects it differs from that for men.

The problem is twofold: (1) to create as many genuine careers as possible, with opportunities for advancement and specialization and with a social and economic standing comparable to that of other occupations for which similar qualifications are required; and (2) to raise the practical and technical level of training in several of the occupations in the interests both of the workers themselves and of increased efficiency.

Nevertheless, states the report, while the number of vocational training courses available has increased greatly—in some cases in excess of needs—the technical and practical training given is defective in some of the "female" trades.

The occupational aptitudes of women do not differ basically from those of men and no special training methods need to be employed for teaching women a trade. The choice of teaching methods and the preparation of sound training programs do not, therefore, raise any problems that are peculiar to women. It may be asked, however, the report comments, whether, at the current stage of development of training institutions, women enjoy the advantages of systematic training by rational methods to the same extent as men.

A further problem, according to the report, is the rapid growth of private schools, giving training for certain "female" occupations which is often superficial and of doubtful quality. At the end of the course the pupils are generally able to find immediate employment but their prospects for the future are extremely uncertain. The need for supervision of private schools is particularly urgent in the case of beauty

treatment, secretarial and dressmaking occupations, for which increasing numbers of private schools have grown up in the last few years. These exploit the demand among girls for rapid training and provide a hasty and inadequate course of instruction. For this reason private schools providing training for these occupations are to an increasing extent coming under direct or indirect state control in certain countries.

Conclusions

Certain immediate conclusions are drawn from the study and from discussions at the meeting of experts on women's work convened by the ILO in December 1951 (L.G., Aug. 1952, p. 1033), and broad lines for action are suggested in the report. They are as follows:—

(1) Women workers have become an integral part of the labour force and the distinction between "male" and "female" jobs is gradually disappearing. The proportion of married women workers with family responsibilities is tending to grow; there is also an increase in the number of older women at work, partly because of the higher average age of the population.

(2) The need to apply the principle of equal rights for men and women in respect of vocational training and to promote full use of the productive capacity of the female labour force is all the more urgent because of the present trends in the employment of women.

(3) The problem of vocational training is closely linked to certain aspects of general education and vocational guidance. The compulsory general education provided for girls should open up prospects of a career in the same way as the education for boys and should teach them the elementary manual techniques. Similarly, the vocational guidance and counselling services must help girls and women in the same way as boys and men to choose the occupation that most closely corresponds to their individual aptitudes and tastes.

(4) The vocational training facilities available to girls and women should be as efficient as those offered to boys and men.

(5) Girls and women should have access to all grades of vocational training available to boys and men for all occupations in which the employment of women is not prohibited by law and should be admitted to them on the same footing as boys and men. The vocational training given should open up possibilities of advancement in the chosen occupation and allow them to rise to the higher grades of skill and to supervisory and managerial positions.

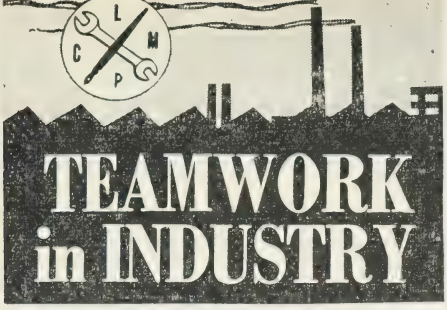
(6) Vocational training for traditionally "female" occupations and for those which employ a predominantly female labour force raises special problems. In this context vocational training may play an important part in raising the status of certain occupations and in creating genuine careers with prospects of advancement. Special efforts need to be made to substitute modern training methods for methods of trial and error and to ensure that the training meets the requirements of each group of occupations as shown by job analysis.

(7) The problems of vocational training for women in the non-industrialized regions do not appear to call for the introduction of special teaching methods but merely reflect cultural, social and economic conditions. Great efforts will be needed if girls and women are to be provided with educational and vocational training facilities commensurate with the size of the female labour force and the needs of the countries and if the necessary staffs for these establishments are to be trained.

(8) As the action required in respect to vocational training for girls and women will vary in the different countries and in different occupations in the same country, governments should study the needs in their respective countries, taking account of the employment situation and the economic outlook.

(9) The problems relating to the vocational training of women are closely linked to the question of general education, scholastic and vocational guidance and their opportunities for employment. There is an immediate need for (a) co-ordinated work by the United Nations and the specialized agencies, particularly under the Expanded Technical Assistance Program, and (b) close collaboration between the various public administrations in each country.

Deaf persons working in noisy jobs for which they have been properly selected are able to concentrate better and generally suffer less nervous strain than persons with normal hearing, the International Labour Organization has found. This fact was contained in a series of notes the ILO prepared for the United Nations Working Party on the Rehabilitation of the Physically Handicapped.



LMPC Plans Emergency Plant Evacuation

In co-operation with the City of Toronto Fire Department, the LMPC at Wonder Bakeries has worked out an efficient plan to evacuate the plant in the event of fire or other emergency. The basic idea of the plan is to concentrate on saving lives by clearing the building rapidly, leaving the actual fire-fighting to trained firemen.

A building fire chief has been appointed and a male and female captain for each floor. It is their responsibility to see that all rest rooms are cleared immediately in case of fire and to see that all doors and windows are closed to cut off drafts. In addition to the fire chief and floor captains a number of guides have been trained to take their places at strategic points to direct employees to safety.

Co-operating with management in this LMPC is Local 461, Bakery and Confectionery Workers Union.

LMPCs Now Total 893

At the beginning of February, Department of Labour records showed that there were 893 labour-management production committees in Canada. This is an increase of 97 since the same date last year, when there were 796.

Latest figures available show that at September 30, 1952, there were 330,619 employees working in establishments with LMPCs. This is an increase of 18,000 since the same date last year. Approximately one-third of the organized workers in Canada are now taking part in LMPCs.

Labour-management production committees are organized in the mining, manufacturing, transportation, construction, communications, trade, finance and service industries. Manufacturing, with over 480 committees, is the largest industrial group represented.

Plant Paper Reviews LMPC's Work

A summary of the work done by the LMPC in the past year and of the opinions of its members appeared in a recent issue of *The Press,* published at the Kingston plant of the Aluminum Company of Canada. The article said in part:—

"The members agreed that they had learned a great deal about the plant, why things are done the way they are and why some things are going to be done differently. Most of them confessed that, although they had worked here for some time, they had never really understood a great many of the things which must be taken into account in running a plant. Joining the Production Committees had proved an easy and enjoyable way of learning them.

Purpose of Committees

"Of course, the purpose of these committees isn't just to enable a group of people to have a good time, or even to learn some interesting things. The purpose of the committees is to get everyone in the plant to bring forward his ideas of how things can be improved in the interest of productivity, quality, economy, speed, safety, convenience, pleasure—or any other constructive way.

"A review of the work of these committees over the last year shows that they were instrumental in bringing about some two hundred such improvements—which is certainly a worthwhile record of accomplishment.

Appeal for Candidates

"Members of the committees felt that there are a good many people in the plant who would make good members of these committees and would enjoy being members, who have not considered standing for election because they didn't realize that being a member was a worthwhile experience. They suggest that more people might contest the elections."

Employees participating in this LMPC are members of Local 343, United Steelworkers of America.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during January. The Board issued six certificates designating bargaining agents and rejected one application for revocation of certification. During the month the Board received six applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. National Association of Broadcast Engineers and Technicians on behalf of a unit of certain radio and television technical employees of the Canadian Broadcasting Corporation (L.G., Feb., p. 237).

2. National Association of Marine Engineers of Canada, Inc. on behalf of a unit of marine engineers employed aboard the M/V *Abegweit* and the SS. *Prince Edward Island* operated by Canadian National Railway on its Cape Tormentine, N.B.-Port Borden, P.E.I. ferry service (L.G., Feb., p. 237).

3. Local 38/163, International Longshoremen's Association on behalf of a unit of longshoremen employed in the loading and unloading of coastwise vessels of the Northland Navigation Co. Ltd., in the port of Vancouver, B.C. (L.G., Feb., p. 238).

4. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's departments of the towboat SS. *Dola* operated by Dola Towing Co Ltd., Vancouver, B.C. (L.G., Feb., p. 238).

5. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's departments of towing vessels operated by Coastal Towing Co. Ltd., Vancouver, B.C. (L.G., Feb., p. 238).

6. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's departments of towing vessels operated by Dolmage Towing Co. Ltd., Vancouver, B.C. (L.G., Feb., p. 238).

Application for Revocation of Certification Rejected

M. Beaulieu and J. E. Tremblay, applicants, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, respondent, and Canadian Pacific Railway Company, respondent (ticket office employees), Windsor Station, Montreal (L.G., Nov. 1952, p. 1467).

Applications for Certification Received

1. West Coast Seamen's Union (Canada) on behalf of a unit of unlicensed personnel employed by M. R. Cliff Tugboat Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

2. Local No. 4, Marine Department, Canadian Communications Association on behalf of a unit of employees of SS. *Prince George* and SS. *Prince Rupert,* operated by Canadian National Steamships Limited (Investigating Officer: G. R. Currie).

3. Seafarers' International Union of North America, Canadian District on behalf of a unit of unlicensed personnel of the pursers' department of vessels operated by Union Steamships Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

4. National Association of Broadcast Engineers and Technicians on behalf of a unit of employees of Radio Station CHEX, Peterborough, Ont. operated by The Brookland Company Limited (Investigating Officer: F. J. Ainsborough).

5. National Association of Broadcast Engineers and Technicians on behalf of a unit of employees of Radio Station CKWS, Kingston, Ont. operated by The Brookland Company Limited (Investigating Officer: F. J. Ainsborough).

6. Application to extend the bargaining unit for which the International Association of Machinists is certified (Maintenance and Overhaul Department, Station Services Department and Stores Department, Trans-Canada Air Lines) (L.G., Oct. 1948, p. 1101) to include the classification of ramp controller (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Canadian National Railways and Canadian Pacific Railway Company (Vancouver Hotel Company Ltd.) and Local No. 882, International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steamships Limited and Union Steamships Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Canadian National Railways (Oshawa Railway Company and Thousand Islands Railway Company) and Oshawa Railway and Thousand Islands Clerical Association (Conciliation Officer: F. J. Ainsborough).

4. Canadian Stevedoring Company Limited; Empire Stevedoring Company Limited; Louis Wolfe & Sons (Vancouver) Limited; and Victoria & Vancouver Stevedoring Company Limited, all of Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Local No. 507 (Conciliation Officer: G. R. Currie).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Settlements Reported by Conciliation Officers

1. Shipping Federation of British Columbia and Northland Navigation Co. Ltd., Vancouver, and International Longshoremen's Association, Local 38/163 (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 54.)

2. Vancouver Barge Transportation Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 239).

3. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 239).

4. Ottawa Transportation Commission and Division No. 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson) (L.G., Feb., p. 239).

5. Canadian Stevedoring Company Limited; Empire Stevedoring Company Limited; Louis Wolfe & Sons (Vancouver) Limited; and Victoria & Vancouver Stevedoring Company Limited, all of Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Local No. 507 (Conciliation Officer: G. R. Currie) (See above).

Conciliation Board Appointed

During the month the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between Robin Hood Flour Mills Limited, Saskatoon and Moose Jaw, and Locals 342 and 201, Flour and Cereal Workers' Division of the United Packinghouse Workers of America (L.G., Feb., p. 239). The dispute between Robin Hood Flour Mills Limited, Moose Jaw, and Local 201, Flour and Cereal Workers' Division of the United Packinghouse Workers of America was not previously reported as it went directly to a Board of Conciliation and Investigation. (The Board had not been fully constituted at the end of the month).

Conciliation Board Report Received

During January the Minister received the report of the Board of Conciliation and Investigation established to deal with a dispute between Searle Grain Co. Ltd.; Pacific Elevators Ltd.; United Grain Growers Ltd.; Kerr Gifford & Co., Inc.; Alberta Wheat Pool, all of Vancouver, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Feb., p. 239). Text of the Board's report is reproduced below.

Settlement Following Board Procedure

During January the Minister was advised that a settlement had been reached by the parties concerned through further direct negotiations following receipt of the reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company and the Canadian National Railways (L.G., Feb., p. 240).

Report of Board in Dispute between

Alberta Wheat Pool; Pacific Elevators Limited; Searle Grain Company, Ltd.; United Grain Growers Limited; Kerr Gifford & Company, Inc.

and

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 333

On January 23, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and (1) Searle Grain Co. Ltd.; (2) Pacific Elevators Ltd.; (3) United Grain Growers Ltd.; (4) Kerr Gifford & Co. Inc.; (5) Alberta Wheat Pool, all of Vancouver, B.C.

The Board was under the Chairmanship of Dr. Joseph A. Crumb. The nominee of the companies was Thomas E. H. Ellis; the union nominee, James Bury. All members of the Board reside in Vancouver.

The text of the Board's report is reproduced herewith.

To:
The Hon. Milton F. Gregg,
Minister of Labour,
Department of Labour,
Ottawa.

In the Matter of a Collective Agreement Dispute

between

Alberta Wheat Pool, Pacific Elevators Limited, Searle Grain Company, Ltd., United Grain Growers Limited, Kerr Gifford and Company, Inc., all of Vancouver, Employers,

and

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local No. 333, Bargaining Authority for the Employees.

Members of the Board
Joseph A. Crumb, Chairman.
T. E. H. Ellis, Member.
James Bury, Member.

Hon. Sir:

In accordance with letters of appointment and instructions given by Mr. M. M. Maclean, your Director of Industrial Relations, under date of December 17, 1952, our Board of Conciliation and Investigation has heard and deliberated upon the matters in dispute between the above named Parties and respectfully reports as follows:—

Institution and Duration of Conciliation

Our Board was convened on December 30, 1952, held public sittings on January 2, 1953 and private deliberative sittings on January 6, 9 and 16, 1953. At our first public sitting the Representatives of the Parties to the dispute approved such extensions of time as would be required by the Chairman and Members to complete their Report. This information, including a request for an extension of time to January 22, was conveyed to your Director of Industrial Relations on January 9, 1953. The request for extension was approved on January 12, 1953.

Representatives of the Parties

The Alberta Wheat Pool, Kerr Gifford & Co., United Grain Growers Ltd., and Pacific Elevators Ltd., were represented by Mr. R. H. Tupper, Barrister and Solicitor. Mr. F. C. Munro, Barrister and Solicitor represented Searle Grain Co. Ltd. The Employees and their Union were represented by Mr. E. C. Sims, Canadian Director of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.

The public sittings were attended by Messrs. N. Abbot, D. Ireton, J. Bennet, H. McKay and D. A. Burney of the employment companies; and by Mr. F. Diggin, an Employee and Member of the Union.

Exhibits, Witnesses, Testimony, Etc.

The following exhibits were submitted:—

1. Principal brief on behalf of the Union by Mr. Sims.
2. Copy of 1952 Agreement between the Parties.
3. Copy of May 7 Report of previous Conciliation Board.
4. Principal submission on behalf of the Employers by R. H. Tupper and F. C. Munro.
5. Survey of Labour Agreements by British Columbia Industrial Association.
6. Copy of the Great Lakes Arbitration Award by the Hon. Mr. Justice J. T. Beaubien of the Manitoba Court of Appeal.
7. *Alberta Wheat Pool Budget* Vol. 3, No. 52, December 26, 1952.
8. Lists of Employees with ten or more years of service.

No witnesses were called and no sworn testimony was taken. Except when challenged, statements made to our Board and information presented in briefs was presumed to be authentic.

Terms of Reference and Issues

The matters referred to our Board arose out of the unsuccessful attempt of the Representatives of the Parties to negotiate a revision of their Collective Agreement which expired on November 2, 1952. The specific issues or items in dispute are:—

1. The work day and the work week.
2. Sunday work premium.
3. Night shift premium and shift work procedures.
4. Statutory Holidays.
5. Vacation qualifications.
6. Job classifications.
7. Wage rates.
8. Dust premium.

The provisions of the 1952 Agreement with respect to these items, the changes requested by the Union, the arguments and observations relating thereto and the Board's recommendations to the Parties are set forth below.

1. *The Work Day and the Work Week*
The existing Agreement provides a 40 hour 5 day staggered work week designed to provide a six day operation and, when necessary, continuous operation. The Union has requested a continuous Monday through Friday work week.

Arguments and Observations—The Union based its request on the desirability of a regular work schedule conforming to the standard Monday through Friday pattern and the resultant expectation of free Saturdays and Sundays; also, on the presumption that such an arrangement would tend to spread employment and minimize overtime requirements.

The Employers took the position that the Monday through Friday week could not, in fact, be instituted without adding Employees who could not be given full time work or without becoming liable for increased overtime payments for the more or less continually employed group; that, in any event, such additional Employees as would be required to implement the Monday through Friday work week were not readily available. Their Representative commented upon the very recent granting of the 40 hour week concession and, in view of its earlier profession of disinterest in the work week schedule, questioned the good faith of the Union in making the Monday through Friday request.

The Chairman sees this issue largely in terms of its practicability. He is informed that, during the rush season, there is not sufficient railway trackage to accommodate the Saturday and Sunday "pile up" of deliveries that would be involved in a five day Monday through Friday week. The whole grain movement would, therefore, have to be slowed down to accommodate elevator workers. In his opinion this is not in the public interest. Neither is it in the public interest to burden the Employers with additional overtime and penalty rates when, in the nature of things, such penalty rates cannot accomplish their professed purpose of avoiding Sunday work.

Recommendation on Standard Work Week—Our Board unanimously recommends that the Employers undertake to minimize Saturday and Sunday work but that they not be committed to the recognition of a standard Monday through Friday schedule or work week.

2. *Sunday Work Premium*

The existing Agreement provides for time and one-half for Sunday work. The Union has requested that all Sunday work be paid at double the regular rate.

Arguments and Observations—The Union based its case largely on the general desirability of eliminating work on the Sabbath; or, failing that, to amply reward the affected worker. The Employers again stressed the necessity of the work and denied the Union's contention that the men themselves wanted overtime less than they wanted premium pay.

The Chairman is of the opinion that excessive overtime should be discouraged in the interest of spreading employment and leisure time. In the circumstances, however, he would not single out Sundays which are already subject to premium rate. In his opinion the limitation should apply to the amount of overtime permitted in a standard work week.

Recommendation on Sunday Work Premium and on Overtime Rates in General—Our Board unanimously recommends that no change be made in the existing one and one-half rate for Sunday work within the regular 40 hour work week. The Chairman and Mr. Bury recommend that overtime in excess of 8 hours during the Employee's regular work week be compensated at double the regular rate. The first 8 hours would come under the existing time and one-half arrangement.

3. *Night Shift Premium—Shift Rotation and Call*

Second and third shift work now command a 5 cent differential. The Union has requested that the differential for the third shift be raised to 10 cents and that where practicable a rotation procedure be adopted; also that a 48 hour notice of a change in shift be required.

Arguments and Observations—The arguments on this issue related, for the most part, to the disruption in normal living schedules resulting from shift work and the justification of some further differential treatment for the third or "graveyard" shift; also to the fairness of rotation and advance notice of change.

It seems to the Chairman that these particular requests have merit and should, in so far as practicable, be implemented. But they should not be made too rigid. Mr. Bury joins the Chairman in this view but Mr. Ellis feels that existing arrangements are satisfactory.

Recommendations on Shift Differential, Rotation and Notice—The majority of the Board, comprising Messrs. Crumb and Bury, therefore recommend (1) that the requested 5 cent and 10 cent differential be adopted for the second and third shift work; (2) that the Employers work out a practicable plan for an even distribution

of the second and third shift arrangements; (3) that the Employers implement a workable system of notifying Employees in advance of such changes as from time to time may be necessary in the routine of shift arrangements. However, provision should be made for emergency calls without notice.

4. *Statutory Holidays*

Six statutory holidays with pay are provided in the existing Agreement. The Union has requested that the number be increased to nine.

Arguments and Observations — The Union's Representative pointed out that the Alberta Wheat Pool Agreement had provided for eight Statutory Holidays and contended that his organizations acceptance of six Holidays was a last minute concession in order to avert a strike and in order to gain wage concessions; he also contended that a Holiday without pay was an empty gesture to an hourly rated Employee and that it was discriminatory when given only to monthly rated Employees. The Employers' Representative was chiefly concerned with a continuation of previously settled issues, particularly when, he contended, wage advances had already been won in return for the Holiday concession. He did not agree with the Union's contentions with respect to discriminatory practices.

The Chairman is of the opinion that it is not in the interest of good personnel relations to provide different treatment for monthly and hourly rated Employees in the matter of Statutory Holidays and would, in principle, recommend that the treatment be made uniform. Mr. Bury joins him in this view.

Recommendations on Holidays—Messrs. Crumb and Bury recommend that the number of Holidays be fixed at eight. Mr. Ellis recommends that the number be left at six.

5. *Vacation Qualification*

Under provision of the existing contract between the Parties, an Employee with a year of service receives two weeks paid vacation. After fifteen years three weeks are allowed. The Union has requested that the qualification for three weeks be reduced to ten years.

Arguments and Observations — The Union based its case on the trend toward shorter qualification periods for the longer vacation awards and contended that the reduction was in the Employers' interest since it tended to reduce Employee turnover. The Employers' Representative stated that the two weeks now granted were in excess of statutory requirements and contended that, in view of the Union's other requests, the Employers should not be additionally burdened by reducing the three weeks qualification from fifteen to ten years.

Recommendation on Vacation Qualifications—Our Board gained the impression that the 5 year reduction in the qualification for a three weeks' vacation is not an important issue. We, therefore, recommend that the request be set aside or held in abeyance until such time as it can command greater significance in the negotiations between the Parties.

6. *Job Classifications*

The existing Master Agreement between the Union and the Employers does not set forth either individually or collectively the job classifications existing on the records of the different companies. The Union has requested that individual schedules be incorporated in the new Agreement.

Arguments and Observations — The Union would incorporate this information in the Agreement in order that the Employees might know the different job classifications and thus have the opportunity, qualifications permitting, to advance to better paid jobs. The Employers look upon the request as a move on the part of the Union to attempt eventually to standardize rates between the Companies in terms of the highest priced Employees in each classification.

This is a very difficult issue on which to make a recommendation. On the one hand it is common, though not universal, practice to incorporate wage schedules in Collective Agreements. On the other hand Unions do use such schedules to advantage in securing uniform wage treatment and such uniform treatment is usually sought without regard to the variable ability of surfacially similar jobs in different plants to produce the wage rates demanded.

However, if the Union were willing to make a commitment in the Agreement to the effect that it respected the individual Employer's right to establish and maintain classifications particularly suited to his own business, this request could be implemented without objectionable implications. Such a commitment should obviate the possibility of Union intrusion into the sphere of management on the mistaken presumption that either a Union's Agent or a Conciliation Board is competent to undertake job rating for Union membership.

Mr. Bury joins the Chairman in this view but Mr. Ellis is of the opinion that the

inclusion of classifications in the Agreement would lead to unnecessary difficulties and would unduly interfere with the efficient exercise of the prerogatives of management.

Recommendation on Classification—The majority of our Board, comprising Messrs. Crumb and Bury, recommend (1) that the Agreement between the Union and Employers set forth the job classifications of each Employer; (2) that the Agreement commit the Union to respect each Management's original right to establish job classification and to set rates applicable thereto.

7. *Wage Rates*

The basic rate provided in the existing contract is $1.50 per hour compared with the $1·305 prevailing when the 1951 Agreement was negotiated. The unnegotiated pre-war rate was 55 cents. The Union has requested that the 1952-53 rate be raised to $1·625. The Employers have proposed that it be lowered to $1.45.

The Union's Case—The Union's Representative contended that increases hitherto wrung from the Employers under threat of strike had not been large enough both to cover the rise in living costs that meantime had taken place and to provide an *improvement factor* commensurate with a properly conceived increase in living standards. He also contended that the 12½ cents requested was not extravagant and well in keeping with increases won in the building trades and other industries during the contract year.

It was demonstrated in the Union's brief that the General Motors Agreement, which combines a 1 cent to 1·3 point escalator adjustment with a 3 cent annual improvement factor, would have produced a $1.60 rate for elevator workers had it been adopted by them in 1939. It was also demonstrated that the Canadian Brewers formula, which combines a 1 cent to 1 point escalator adjustment with a 5 cent annual improvement factor would have produced a $2.05 rate. The Chairman should observe, however, that almost any preconceived conclusion can be reached with such formulae. Indeed, if the Union had chosen 1933 as a point of beginning a $3 rate could have been computed. In order to avoid a misconception it should be noted that the Brewery Workers rate provided by the formula is actually $1·555 —not $2.05—and, due to the decline in the cost-of-living index, is now due for a downward adjustment.

The Employer's Case—The Employer's Representative stressed the favourable comparison produced by elevator rates on those paid in alternative employments and substantiated the contention that the prevailing $1.50 rate was exceeded only by rates at Vancouver Breweries and Standard Oil. He stressed also the adverse effects of widening the 15 cent unfavourable differential between Vancouver and the Lake ports.

The proposal that the rate be reduced by 5 cents was based on the 7 point decline in the cost-of-living index since the present rate went into effect. It was also brought to the Board's attention that the rate had been proposed by the Deputy Minister of Labour to avert a last minute strike and had been regarded by the Employers as the result of a resort to force rather than a recognition of the economic factors involved.

The Chairman was not impressed by the Union's laboured attempt to better an already favourable wage position in a year which had witnessed a substantial decline in living costs. Nor was he impressed by the Employer's desire to make that position less favourable.

The decline in living costs has more than supplied the annual improvement in living standards which the Union now proposes that the Employers recognize as a legitimate wage claim.

In this connection it should be borne in mind that the rate in question has practically trebled while living costs have doubled; that few, if any, wage groups have made such progress. Now that living costs have flattened out and we appear at long last to have achieved some price level stability, it does not appear to be in the public interest to court the inflation which more or less arbitrarily directed increases in wages and other costs make inevitable.

Recommendations on Wages—The majority of our Board, comprising Messrs. Crumb and Ellis, is of the opinion that the present rate of $1.50 should be maintained during the current contract year, and so recommends. Mr. Bury recommends that the 12½ cents per hour across the board increase be granted.

8. *Dust Premium*

The existing Agreement between the Parties provides no differential wage treatment for less desirable or more irritating tasks incident to elevator work. The Union has requested a ten cent per hour premium rate for work undertaken under conditions of excessive dust.

Arguments and Observations—The Union based its request on the added irritation and dirt incident to shovel work in

(Continued on page 458)

Collective Agreements and Wage Schedules

Recent Collective Agreements

Long week-ends whenever a statutory holiday falls on a Tuesday or a Thursday are provided in the agreement between John Inglis Company Ltd. and English Electric Company of Canada Ltd. and The United Steelworkers of America, summarized below. Employees will work a Saturday at straight time in lieu of the Monday or Friday proximate to the holiday.

Mining

Fluorspar—*St. Lawrence, Nfld.—The St. Lawrence Corporation of Newfoundland Limited and St. Lawrence Federal Labour Union No. 24530 (AFL).*

Agreement to be in effect from July 1, 1952, to June 30, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop with preferential hiring of union members.

Check-off: voluntary and revocable.

Hours: 8 per day 6 days a week, a 48-hour week. *Overtime:* time and one-half for work in excess of 8 hours per day and for work on Sundays and on 5 specified holidays, except for employees on continuous operations (pumpmen, hoistmen, diesel operators) who will be paid time and one-quarter for work on Sundays and the holidays. An additional holiday, Labour Day, is to be a *paid holiday* and work on same will be paid for at double time and one-half or, in the case of employees on continuous operations, double time and one-quarter.

Vacations with pay: after one year's continuous service one week, after 2 years' service 2 weeks (the last provision is new).

Hourly wage rates for certain classifications: motor mechanic and welder $1.49, crane operator $1.29; blacksmith, drillers, mucking machine operators, trammer operator $1.24; blaster, pipe fitters, powderman, pumpman, timberman, trackman $1.22; cage tender, hoistmen $1.19; blacksmith's helper, diesel operators, muckers $1.14; carpenters $1.19 and $1.09; jig operators, painters, stevedores $1.09; tippleman $1.06, truck driver $1.07, sampler $1.04; labourers (surface), mill ore feeders $1.01; electricians $285.32 (per month), diesel mechanic, chief mine and pump mechanic $285 (per month); cutting raises 5 cents per hour extra; shaft sinking—to 50 feet standard rates, from 50 to 150 feet 5 cents per hour extra, 150 feet and over 15 cents per hour extra. (The above hourly rates are 12 cents per hour higher than the previous rates.)

Clothing: the company will hold in stock and retail to employees, at cost price, rubber suits, boots, belts, gloves and hats. It will replace suits worn out while shaft sinking, up to one rubber suit per man for each 100 feet of shaft sunk.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Seniority: in all cases of promotion, layoff or re-engagement seniority shall be the governing factor, provided qualifications, fitness and ability are adequate.

Provision is made for *grievance procedure*, the *safety* of employees, and the *employment of stevedores.*

Manufacturing

Fish Processing—*Lunenburg, N.S.—Lunenburg Sea Products Limited and National Sea Products Limited (W. C. Smith and Company Division) and the Canadian Fish Handlers' Union, Maritime Division, Local 2.*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., April 1952, p. 446), with the following changes:—

Overtime: double time is now paid for work on Sundays and on 9 specified holidays, 7 of which are *paid holidays* for employees with one or more years of service (previously time and one-half for work on Sunday and double time for only 8 holidays).

Hourly wage rates are increased by 5 cents per hour and are now as follows: general labour, men (basic rate) 95 cents; cutters, skinners, freezer and fish meal plant employees $1; cullers and charge hands 98 cents; boys 78 cents, girls 73 cents.

Shoes—*Quebec, P.Q.—L'Association patronale des manufacturiers de chaussures de Québec and the John Ritchie Company Limited and the Shoe Workers' Protective Union of Quebec, Inc. (National Federation of Leather and Shoe Workers of Canada, Inc., CCCL).*

Agreement to be in effect from April 14, 1952, to April 14, 1954, and thereafter from year to year, subject to notice.

Union security: maintenance of membership; however, union members shall have the right to resign their membership 30 to 60 days prior to the termination of the agreement. Union members expelled by the union shall nevertheless remain in the company's employ.

Check-off: the company agrees to deduct from the pay of all employees who so authorize all union dues and to remit same to the union.

Hours: 48 per week; the right of determining both the daily starting and stopping hours is vested in the management. *Overtime:* time and one-half for work in excess of 48 hours per week.

Statutory holidays: no work shall be performed on Sundays and on religious days of obligation. During the first year of the agreement, employees will be entitled to choose 2, and during the second year 3, *paid holidays*.

Vacations with pay: 2 weeks will be allowed to each employee, the rate of payment to conform to provincial regulations.

Hourly wage rates, in effect immediately prior to December 1, 1951, are increased, effective April 14, 1952, by 10 per cent, not to exceed, however, 10 cents per hour, for those employees whose wages were not raised on December 1, 1951. (For wage scale which became effective in the shoe industry of the province of Quebec on December 1, 1951, *see* L.G., April 1952, pp. 449-451.)

Escalator clause: for each 5 points rise or fall in the cost-of-living index for Canada above the index figure as published in January 1952, the wage rates shall be increased or decreased, as the case may be, by 5 cents per hour. However, any decrease in the cost-of-living bonus will be limited by the hourly rates in force prior to December 1, 1951.

Provision is made for *seniority rights*, *grievance procedure* and the *health and safety* of employees.

Embroidery and Other Fashion Accessories—*Montreal, P.Q.—Fashion Accessories Manufacturers Association, Inc., and International Ladies Garment Workers' Union, Local 315 (The Embroidery, Pleaters, Stitchers and Button Makers' Union).*

Agreement to be in effect from August 1, 1952, to July 31, 1955.

Union security: closed shop. The employers agree to secure any additional help through the union, if available. Employees obtained through any other medium than the union shall be considered temporary help and retained only during the emergency period; they must register with the union after one week's employment, and must become members of the union after one month's employment.

Check-off: compulsory for all union members.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for overtime work which is limited to 2 hours per day and 8 per week to be performed between 5 and 7 p.m. Monday through Thursday. No overtime shall be worked after 7 p.m. and on Friday. No work shall be permitted on Saturday and on 6 specified holidays, 4 of which are *paid holidays*. Except in the case of illness, slackness or lay-off, any employee absent during the week on which any of the paid holidays may fall, shall forfeit 2 hours' pay for each full day of absence.

In slack times the available work shall be divided as equally as possible among the union members. All homework is prohibited. Piece work is prohibited, except, under certain specified conditions, for frozen handle bonnaz operators working on cordé handbags.

Rest period: a 15-minute rest period shall be granted to each employee at 3 p.m. of each working day.

Vacations with pay: each employer shall pay 5 per cent of the payroll for his union employees into a vacation with pay fund out of which employees, members in good standing of the union for one year or longer, shall be paid 5 per cent of their earnings during the year, with a maximum, however, of 2 weeks' wages, for a 2-weeks' vacation. Employees who have been members of the union for less than one year shall be granted one week's vacation and paid 2½ per cent of their earnings which, however, shall not exceed one week's wages.

Health Fund: the employers agree to continue to pay one per cent of the weekly payroll of their employees, members of the union, into a fund which shall be devoted to the payment of health and sick benefits to employees, members of the union, under the terms and conditions mutually agreed upon between the parties to the agreement. Beginning August 1, 1953, the Health Fund shall contribute one-half of one per cent of the wages for the building and maintenance of a health centre. In addition, it shall pay to the International Ladies Garment Workers' Union Death Benefit Fund an additional sum of $4 per annum for each member; this will raise the death benefit, to which each member is entitled, from $500 to $1,000.

Hourly wage rates: bonnaz operators $1.32½, pleaters and pattern makers $1, frozen handle bonnaz operators 75 cents; special machine operators, stampers, pleater's assistants 67½ cents, crochet beaders, hand embroidery workers, floor help, covered button and buckle makers 55 cents; apprentice frozen handle bonnaz operator from 40 cents to 75 cents after 2 years; apprentice machine operator or apprentice stamper from 40 cents to 67½ cents after 2½ years; apprentice bonnaz operator from 45 cents to $1.32½ after 3 years.

In case of an increase or a decrease in the cost of living the union or the employers may at any time during the term of the agreement, on 30 days' notice, request an increase or a decrease in the wage rates. If the parties are unable to reach an agreement, the matter shall be referred to an impartial chairman, whose decision shall be final and binding on both parties.

Provision is made for an *apprenticeship plan* and *grievance procedure*.

Rayon — *Cornwall, Ont. — Courtaulds (Canada) Limited and Textile Workers' Union of America, Local 779.*

Agreement to be in effect from July 1, 1952, to June 30, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., Oct. 1951, p. 1372), with the following changes:—

Hours: the hours of work on 2-shift operations for girls are now 42 per week on both shifts, instead of 42½ on the morning shift and 41½ on the afternoon shift, as previously.

Wages: 10 cents per hour in the case of male employees, and 5 cents per hour in the case of female employees and boys, of

the cost-of-living bonus payable under the terms of the previous agreement are now incorporated in the basic hourly wage rates and the basis of the present cost-of-living bonus is amended accordingly.

Pensions: the company agrees to implement the Pension Plan and the Disability Pension Plan for hourly rated employees of August 28, 1952, effective January 1, 1953, as negotiated between the two parties.

Insurance provided by the company for sick and accident benefits has been increased from $20 to $25 per week for a maximum of 20 weeks, instead of the previous 13 weeks.

Metal Products—*Toronto and St. Catharines, Ont.—John Inglis Company Limited and English Electric Company of Canada Limited and the United Steelworkers of America, Locals 2900, 4790 and 4152.*

Agreement to be in effect from July 12, 1952, to July 11, 1953, and for a further period of one year, subject to notice.

Union security: all employees covered by this agreement shall be and remain members of the union for the life of the agreement.

Check-off: compulsory for all employees.

Hours: 8 per day, Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours in excess of the regular shift hours, Monday through Friday, and for the first 8 hours worked on Saturday, double time thereafter and for work on Sunday; double time and one-half for work on 8 specified *paid holidays.* Where one of the holidays falls on a Tuesday or a Thursday, a Saturday will be worked at straight time to substitute for the Monday previous to the Tuesday holiday or for the Friday after the Thursday holiday, the Saturday worked to be 2 weeks prior to the holiday week-end involved. If an employee is required to work on the Monday or Friday substituted he will be paid time and one-half.

Rest and wash-up periods: a 10-minute rest period will be allowed in the forenoon or corresponding period of each shift. The 5-minute wash-up privileges will be continued.

Vacation pay: employees will be paid 2 per cent of annual earnings after 3 months' continuous service, 2½ per cent after 2 years, 4 per cent or 2 weeks' pay, whichever is the greater, after 3 years, and 6 per cent of annual earnings or 3 weeks' pay after 15 years of continuous service.

Wage rates: the cost-of-living escalator previously in effect is eliminated and the 15 cents per hour paid under it are incorporated into the standard hourly rate. Job rates up to $1.49 are increased by 5 per cent with a minimum increase of 7 cents, those of $1.50 to $1.69 are increased by 6 per cent, and those from $1.70 up by 7 per cent. Of the above increases 5 cents per hour became effective July 13, 1952, and the balance on the start of the first pay period after January 1, 1953. Time and one-quarter will be paid for dirty work on repair jobs if authorized by foreman.

Off-shift differential: a premium of 7 cents per hour will be paid to employees who are rotating on an afternoon and night shift and of 9 cents per hour to those working permanently on an afternoon or night shift.

Employees serving on jury duty will be paid the difference between jury pay and the employee's regular rate of pay for such periods of jury duty as fall within the normal working day.

Outside work: all work away from the plant performed during the normal plant day shift hours shall be paid at the employee's basic hourly rate, plus $2 per day. An employee will be paid at his regular rate for travelling during any portion of the standard working shift, for travelling after he has worked his regular shift (up to a maximum of 3 hours), and for travelling on Saturday, Sunday or a plant holiday if he has not worked on such days (up to a maximum of 8 hours). The company will pay all travelling and other legitimate expenses and will also pay for suitable meals and lodging.

Provision is made for *seniority rights, grievance procedure* and a *Plant Safety Committee.*

Shipbuilding and Repairing—*Lauzon, P.Q.—George T. Davie and Sons Limited and Le syndicat catholique des employés de Geo. T. Davie and Sons Limited (CTCC).*

Agreement following strike (L.G., Nov. 1952, p. 1548), to be in effect from March 1, 1952, to February 28, 1954, and thereafter from year to year, subject to notice, provided, however, that if the old cost-of-living index reaches 195, the union may re-open the question of wages.

Union security: the company recommends that all its employees join the union.

Check-off: voluntary and revocable.

Hours: for day shift—8½ per day Monday through Friday and 5½ on Saturday, a 48-hour week; for night shift—8½ per day Monday through Friday, a 42½-hour week. *Overtime:* time and one-half for work in excess of the regular daily hours, provided that if overtime does not exceed 15 minutes it shall be paid at straight time; double time for work on Sunday and on 8 specified holidays, 5 of which are *paid holidays.*

Vacations with pay: after one year's continuous service 7 days, after 5 years' continuous service 14 days.

Hourly wage rates for certain classifications, effective December 15, 1952: loftmen $1.56; blacksmiths, boilermakers, carpenters, caulkers, electricians, engine fitters, machinists, patternmakers, platers, riveters, slabmen, tinsmiths, tracers $1.38; welders $1.11 to $1.48; painters $1.33 and $1.38; crane operators $1.21 to $1.38, linermen $1.33, ship riggers $1.31, burners $1.28; assemblers, erectors, machine operators, rivet heaters $1.21; bolters up, reamers $1.16; crane firemen, truck and tractor drivers $1.10; helpers $1.05 to $1.10, labourers $1.05. According to press reports the above rates are 15 cents per hour higher than the rates which were in effect prior to March 1, 1952, when there was no collective agreement in force. Of this increase 10 cents per hour was to be retroactive for the period from March 1, 1952, to September 11, 1952, the date the agreement was reached. For the period from September 12, 1952, to December 15, 1952, the wage rates were 3 cents per hour lower than the December 15, 1952, rates.

Dirty work: for performing "dirty work" on repair jobs employees will be paid at the rate of time and one-quarter.

Night-shift differential: employees on night shift will be paid at the rate of time and one-eighth.

Provision is made for *seniority rights, grievance procedure* and the *safety of employees.*

Transportation and Public Utilities

Urban and Suburban Transportation and Gas and Electricity Supply—*Winnipeg, Man.—Winnipeg Electric Company and Winnipeg Electric Employees' Federated Council, One Big Union.*

Agreements to be in effect from April 1, 1952, and thereafter until terminated on March 31, 1954, on any later year, by either party giving notice not later than January 31, in that year.

A. General Agreement

Union security: as soon as seniority is established, membership in the union shall be a condition of employment, except for employees engaged prior to January 1, 1947, certain employees belonging to two other unions (listed under "check-off" below) and employees excepted by a decision of a Board of Arbitration.

Check-off: compulsory for all employees with established seniority within the classifications represented by the union, except for employees who have been members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America and employees of the company since January 1, 1939, and for bricklayers (journeymen) working at their craft who were members of their craft union at date of hiring.

Statutory holidays: 10 (previously 9) specified holidays will be observed, two of them with pay. Time and one-half will be paid for work on the unpaid holidays and double time for work on the *paid holidays.*

Vacations with pay: after 11 months' continuous service hourly-rated employees will be granted vacations on the basis of one hour for each 24 hours worked, with a maximum of 2 work weeks, and monthly-rated employees on the basis of one day for each calendar month worked, with a maximum of 2 calendar weeks; effective April 1, 1953, vacations will be increased by one-half for employees who have completed 20 years of service.

Paid sick leave: monthly-rated employees will be allowed 15 working days per year, cumulative after 2 years' continuous service, up to a maximum of 75 days. An employee with accumulated sick leave, who has drawn 15 days' sick pay in any year, will then be entitled to sick benefits at two-thirds of his regular rate for a maximum of one and one-half the number of days accumulated. If an employee is granted leave with pay in the case of a funeral in the immediate family, the time so allowed will be deducted as though the employee had been ill.

Transportation: all eligible employees shall be supplied with transportation on all street car and bus lines of the company and its subsidiaries.

Provision is made for *seniority rights, grievance procedure* and a *contributory Welfare Plan* (Group Life Insurance, Weekly Sickness and Accident Insurance, Blue Cross Hospital Benefits, and Blue Shield Medical Service).

B. Agreements Covering Employees Engaged In Urban and Suburban Transportation

1. *Motormen, Conductors, Bus Drivers*

Hours: effective April 1, 1953, the hours will be reduced from 48 to 40 per week; the normal working day shall conform as nearly as possible to 8 hours with a minimum of 7¾ hours and a maximum of 8½ hours per day. Except in cases of emergency no trainman shall be compelled to work more than 5 times the value of his run in any one week. The maximum spread of runs shall be 13 hours. *Overtime:* to regular trainmen—time and one-half for work in excess of 8½ hours per day and for work on the employee's days off; to spare men—time and one-half for all time worked in excess of 85 hours in any 2-week period and for work on their regular weekly day off.

Hourly wage rates, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: one-man car operators, bus drivers, trolley bus operators—1st 6 months $1.09, $1.14, $1.37, next 12 months $1.14½, $1.20, $1.44, after 18 months $1.19, $1.25, $1.50; motormen and conductors on two-man cars—1st 6 months $1.03½, $1.08, $1.30, next 12 months $1.08, $1.14, $1.37, after 18 months $1.13½, $1.20, $1.44. In addition to the above, trainmen will receive 10 cents per hour extra for time worked on Sundays, for time worked over an 11-hour spread on signed runs and for training new employees.

Guaranteed pay: the company guarantees each spare man $100 per 2-week period during his first 6 months, $105 during his next 12 months and $110 after 18 months, provided such employee reports for work 6 days a week and carries out the duties assigned to him; he shall not be required to work more than 10 hours in any day to satisfy the guarantee requirements.

Uniforms: each trainman will be provided with a regulation uniform once each calendar year. Traimen entering the service will pay half the cost of the first uniform; thereafter uniforms will be furnished free of charge. They will also be provided with caps, overcoats and, at a cost to them of $2 each, with shirts.

2. *Track Department Employees*

Hours: 8 per day. Effective April 1, 1953, weekly hours will be reduced from 44 to 40.

Overtime: time and one-half for work in excess of above hours and for work on Saturdays and Sundays or the alternative days off; double time for all time worked in excess of 16 consecutive hours.

Hourly wage rates for certain classifications, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: thermit welder $1.41, $1.48, $1.73, helper $1.18½, $1.24, $1.44; blacksmiths $1.31, $1.37, $1.60; welders $1.25, $1.31, $1.53; leading trackmen, asphalt operators $1.19, $1.25, $1.46; acetylene cutters $1.13½, $1.19, $1.39; truck drivers, switch inspectors, switch and diamond repairmen, tool repairmen, compressor men, derrick men $1.07, $1.12, $1.30; shimmers, air gun operators, asphalt finishers $1.01½, $1.06, $1.24; trackmen and labourers with established seniority 95½ cents, $1, $1.17.

Clothing: the company will supply not more than 3 pairs of overalls per year, the

employee paying half the cost, to switch cleaners and certain members of the asphalt gang requiring them.

3. *Mechanical Department Employees*

Hours: 8 per day. Effective April 1, 1953, weekly hours will be reduced from 44 (48 for general helpers) to 40; allowance will be made for variations due to changing of shifts or as mutually agreed. *Overtime:* time and one-half for all time worked prior to or after the set shift hours and for work on Saturdays and Sundays (except when posted for work); double time for all time worked over 16 consecutive hours. Men required to work more than 2 hours overtime after their regular shift will be paid a meal allowance of 75 cents.

Hourly wage rates for certain classifications, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: journeymen —machinists, sheet metal workers, blacksmiths, welders, armature winders, upholsterers, painters, springmakers, air brakemen, wiremen, pipefitters, bodyshopmen $1.31, $1.37, $1.60; helpers to above tradesmen, utilitymen, motor repairmen, babbitmen, fendermen, trolleymen and oilers who have seniority as general helpers $1.01½ to $1.13½, $1.06 to $1.19 and $1.24 to $1.39; truck drivers $1.07, $1.12, $1.30; general helpers with established seniority 95½ cents, $1, $1.17; apprentices—50 per cent of journeymen's rate for the first 6 months, with an increase of 5 per cent of journeymen's rate each succeeding 6 months. Effective October 1, 1952, charge hands shall be paid 10 cents per hour above their regular rate.

The company will supply up to 3 pairs of overalls each calendar year to employees requiring them in their work, the employees paying half the cost.

Provision is made for an *apprenticeship plan.*

4. *Carpenters*

Hours: 8 per day. Effective April 1, 1953, weekly hours will be reduced from 44 to 40. *Overtime:* time and one-half for work outside the regular shift, double time for work in excess of 16 consecutive hours.

Hourly wage rates, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: carpenters, inside work $1.31, $1.37, $1.60, outside work $1.42½, $1.49, $1.74; apprentices—from 50 per cent of rate for inside work during first 6 months to 85 per cent during eighth 6 months.

5. *Motor Bus and Truck Department Employees*

The provisions concerning working conditions for Motor Bus and Truck Department employees and the wage rates for tradesmen, helpers and apprentices are similar to those for Mechanical Department employees, outlined above.

6. *Boxmen*

Hours: 8 per day. Effective April 1, 1953, the weekly hours will be reduced from 48 to 40.

Overtime: time and one-half for all work outside the regular shift and for work on the days off.

Hourly wage rates, effective April 1, 1952, and July 1, 1952, respectively: after 6 months' continuous service—junior boxmen $212 and $223, boxmen $225 and $236, senior boxmen $228 and $239; night clerk $212 and $223, farebox checker $217 and $228.

Each boxman will be given 50 cents per month for the purchase of gloves and will be supplied with a smock each year.

7. *Storekeepers*

Hours, effective April 1, 1953: for day men—7¾ per day, $38¾ (previously 42¾) per week; for night men—a straight 8-hour shift with a 20-minute lunch period, 5 (previously 5½) days a week.

Monthly wage rates, effective April 1, 1952, July 1, 1952, and April 1 1953, respectively: stock record clerk $231, $243, $258, distribution clerk $218, $229, $243, invoice clerk and typist $213, $224, $237; warehousemen $192 to $207, $202 to $217, $214 to $230.

8. *Ticket Sellers*

Hours: 7½ on week-days and 7¾ on Sundays. Effective April 1, 1953, 5 days per week, with 2 consecutive days off, where possible. *Overtime:* time and one-half for work outside an employee's shift or for work on his days off.

Monthly wage rates: after 6 months service—effective April 1, 1952, $221, effective July 1, 1952, $232.

All ticket sellers shall be provided with office jackets.

C. Agreements Covering Employees Engaged In Supplying Gas

1. *Gas Production Employees*

Hours, effective April 1, 1953: for men on the battery, steam boilers, and gas holders —8 per day, 6 days on and 2 days off, an average of 42 (previously 48) hours per week; for yardmen, coal gang, mechanics, labourers, etc., 8 per day, 5 days a week, a 40-hour week (previously 44 hours per week). *Overtime:* time and one-half after the completion of the regular shift, double time for all work over 16 consecutive hours. Men required to work more than one hour over their regular shift shall receive supper money or a meal.

Hourly wage rates for certain classifications, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: millwrights $1.37, $1.44, $1.67, shift engineers $1.31, $1.37, $1.60, heaters $1.29½, $1.36, $1.58; oilers, propane helpers $1.13½, $1.19, $1.39; boilermen $1.07, $1.12, $1.31, utility operators $1.05, $1.10, $1.29, machine operators (coal and coke) $1.01½, $1.06, $1.24, labourers with established seniority 95½ cents, $1, $1.17.

Clothing: employees working in certain specified classifications will be furnished with 2 pairs of heat resisting mitts per year; greasers will be supplied with 2 pairs of overalls a year and overalls will be available for the use of men working in sewers and tar wells. The company will supply 2 pairs of overalls each year, the employee paying the cost of one pair, to all employees requiring them in their work.

2. *Gas Distribution Employees*

Hours, effective April 1, 1953: for day shift workers—8 per day, 40 (previously 44) per week; for troublemen on both day and night shifts—8½ per day, 11 days in a 2-week period (previously 51 hours per week). *Overtime:* time and one-half for all work outside the regular hours, except for street men under certain specified conditions; double time for all work over 16 consecutive hours.

Clothing: compressor air gun operators will be supplied with leather protectors.

The company will supply 2 pairs of overalls each year, the employee paying the cost of one pair, to all employees requiring them in their work.

D. Agreements Covering Employees Engaged In Supplying Electricity

1. *Power Plants Employees*

Hours, effective April 1, 1953: 8 per day, 40 (previously 48 for operating employees and an average of 44 for maintenance employees) per week; operating employees shall work 80 hours in 2 weeks, with 4 consecutive days off where possible. *Overtime:* for hourly-rated employees—time and one-half for work in excess of a regular day's work and for work on Saturdays and Sundays, except where such work is part of the scheduled shift; double time for all work over 16 consecutive hours; monthly-rated employees will be allowed equivalent time off for work in excess of their regular hours. Any such time not taken by the end of the calendar year will be paid for.

Wage rates for monthly-rated employees: power plant operating men, rates effective April 1, 1952, and July 1, 1952, respectively —operators $280 and $294, relief operators $263 and $276, assistant operators $246 and $258, floormen $236 and $248, relief floormen $146 to $229 and $153 to $240; maintenance men (regular employees only if employed previous to May 1, 1945), rates effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively—electrician $286, $300, $318, leading machinist $285, $299, $317, utilityman $267, $280, $297; blacksmith, pipefitter, machinist, maintenance mechanic $258, $271, $287; general maintenance man $253, $266, $282, teamster $195, $205, $217. For hourly-rated employees, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: leading machinist $1.48, $1.55, $1.81, electricians $1.45, $1.52, $1.77; machinists, welders, blacksmiths, painters $1.31, $1.37, $1.60; electricians' helpers $1.13½, $1.19, $1.39, skilled labourers $1.02½, $1.07, $1.25, labourers with established seniority 95½ cents, $1, $1.17; patrolmen $1.21, $1.27, $1.52; apprentice patrolmen $1.09 to $1.17, $1.14 to $1.23, $1.37 to $1.38; other apprentices 50 per cent of journeymen's rates for the first 6 months with an increase of 5 per cent each succeeding 6 months.

Provision is made for *out-of-town work.*

2. *Electric Appliance Repair Department Employees*

Hours, effective April 1, 1953: 8 per day Monday through Friday, 40 (previously 44) per week. One senior and one junior repairman may be scheduled to work each Saturday morning and take the equivalent time off in the following week. Employees required to work over half an hour after completion of the regular working day shall be allowed 75 cents for lunch.

Monthly wage rates, effective April 1, 1952, July 1, 1952, October 1, 1952, and April 1, 1953, respectively: senior repairman $229, $240, $250, $265, junior repairman $211, $222, $225, $239, learners $150 to $174, $158, to $183, $160 to $185, $170 to $196.

Tools: effective October 1, 1952, learners and repairmen shall supply and pay for tools required in their work, except for special tools supplied by the company.

3. *Meter Readers and Collectors*

Hours, effective April 1, 1953: 8 per day Monday through Friday, a 40-hour week; employees may turn in their assigned work as soon as they are finished and be through for the day (previously the hours were 7¾ per day Monday through Friday, 4 on Saturday, a 40¼-hour week). *Overtime:* any meter reader will be allowed compensatory time off for all time worked outside the scheduled hours.

Monthly wage rates, effective April 1, 1952, July 1, 1952, and April 1, 1953, respectively: after 6 months' continuous service $187, $196, $208, after 12 months $196, $206, $228, after 18 months $205, $215, $247, after 24 months $213, $224, $247, after 30 months $222, $233, $247.

Provision is made for the supplying of *uniforms,* overcoats, etc., to employees.

Urban and Suburban Transportation and Electricity Supply—*Winnipeg, Man.—Winnipeg Electric Company and International Brotherhood of Electrical Workers, Local 1037.*

Agreement to be in effect from May 1, 1952, and thereafter until terminated on April 30, 1953, or any later year, by either party giving notice not later than February 28 in that year.

Union security: for employees engaged on or after May 1, 1947, membership in the union shall be a condition of employment as soon as seniority is established in a classification for which the union is bargaining representative.

Check-off: compulsory for all employees with established seniority within the classification represented by the union.

Hours and overtime: for day men—May to October, 1952, 9 per day Monday through Friday, a 45-hour week, the last hour on Friday being paid for at time and one-half; if the union so requests, the hours on Friday shall be reduced to 8; commencing November 1, 1952, 8 per day, Monday through Friday, a 40-hour week. Time and one-half will be paid for work in excess of above hours and for work between 8 a.m. and 5 p.m. on Saturday; double time for work after 5 p.m. on Saturday and between 12 midnight and 8 a.m. every day and for work on Sundays and on 10 specified holidays, 2 of which are *paid holidays.* For shift men—8 per day; until November 1, 1952, 88 hours per 2-week period, thereafter 80 hours. Time and one-half will be paid for work on 8 unpaid holidays and for the first 4 hours worked following the regular shift, double time thereafter and for work on 2 paid holidays.

Vacations with pay will be granted after 11 months' continuous service on the basis of 1 day for each 24 days worked, not exceeding 88 hours per year, and after 20 years' service on the basis of 1½ days for each 24 days worked, not exceeding 132 hours per year. For the vacation year commencing April 1, 1953, vacations shall be calculated on the basis of 1 hour for each 24 hours worked with a maximum of 80 hours, except for employees with 20 years' service whose vacations shall be increased by 50 per cent.

Hourly wage rates, effective May 1, 1952, and November 1, 1952, respectively: senior

foremen $1.70 and $1.87, foremen $1.68 and $1.85, sub-foremen $1.64 and $1.80, troublemen and linemen on emergency truck $1.61 and $1.77; linemen journeymen $1.59 and $1.75, linemen apprentices 1st year 67 per cent, 2nd year 81 per cent, 3rd year 88 per cent and 4th year 95 per cent of journeymen's rate; cable splicer sub-foremen $1.69 and $1.86, cable splicers $1.64 and $1.80, junior cable splicer $1.59 and $1.75, apprentices—from 50 per cent of cable splicers' rate during first 6 months to 95 per cent during tenth 6 months; lamp trimmers $1.33 and $1.46, line inspector $1.29 and $1.42.

Clothing: overalls and gloves shall be supplied at cost to all employees requiring them in their work.

Employees shall be supplied with transportation on all street car lines of the company and all city bus service where regular fares apply.

Provision is made for *seniority rights, grievance procedure, sickness and insurance benefits* and *out-of-town work.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the correction of another and the amendment of 18 others. In addition to those summarized below, they include: the correction of the agreement for the food products manufacturing and wholesale trade at Quebec, the extension of a new agreement for barbers and hairdressers at Chicoutimi and the amendment of the agreements for the furniture industry, for the ladies' handbag manufacturing industry in the province, for barbers and hairdressers and for retail stores at Quebec, for retail stores at Roberval, for the clock and watch repair industry in some eastern counties of the province, for the sheet metal fabricating industry at Montreal and for barbers and hairdressers at Sherbrooke, all published in the *Quebec Official Gazette,* December 20; the amendment of the agreement for barbers and hairdressers at Rouyn in the issue of December 27, and the amendment of the agreement for truck drivers at Quebec in the issue of January 10.

A request for the amendment of the agreement for the uncorrugated paper box industry in the province was gazetted December 20. Another request for the amendment of the agreement for iron oxide miners at Red Mill was gazetted December 27, and requests for the amendment of the agreements for barbers and hairdressers at Three Rivers, for the building trades, for the ornamental iron and bronze industry and for the printing industry at Montreal were all gazetted January 10. A request for a new agreement for barbers and hairdressers at Magog as well as requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe and at Roberval and for the building trades at St. Hyacinthe and at Sorel were all gazetted January 17.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as onsidered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June 1934.

Manufacturing

Men's and Boys' Clothing Industry, Province of Quebec

An Order in Council, dated December 15, and gazetted December 20, amends the previous Orders in Council for this industry (L.G., April 1949, p. 450, June, p. 735, Nov. 1950, p. 1903; June 1951, p. 827, July, p. 976; May 1952, p. 610, Oct., p. 1361; Feb. 1953, p. 283, and previous issues). In this amendment "The Odd Pants Manufacturers Association of Quebec" is added to the list of contracting parties and the name "La Fédération nationale du Vêtement inc." is corrected to read "La Fédération nationale des Travailleurs de l'Industrie du Vêtement, inc."

Millinery Industry, Province of Quebec

An Order in Council, dated December 15, and gazetted December 20, amends the previous Orders in Council for this industry (L.G., March 1947, p. 369, Sept., p. 1307; June 1949, p. 736; April 1951, p. 544).

Minimum wage rates are from $2.40 to $3.60 per week higher than those previously in effect and the new minimum rates are now as follows: hand blockers $61.56 per week; blocker $57.20; cutter, straw operator and fabric operator $55.89; draper $39; trimmer draper $34.80; trimmer $31.90.

Corrugated Paper Box Industry, Province of Quebec

An Order in Council, dated December 23, and gazetted January 10, amends the previous Orders in Council for this industry (L.G., Aug. 1949, p. 987, Dec., p. 1558; Feb. 1950, p. 209; June, p. 873; July 1951, p. 976; Oct., p. 1377; Nov., p. 1537, and previous issues).

Specified holidays: any 4 of 7 unpaid holidays (previously provided for) will now be *paid holidays.*

Hours remain unchanged at 50 per week.

Minimum hourly wage rates in Zone I are increased in the present amendment by 12 cents to 30 cents per hour for male employees and by 12 cents to 22 cents per hour for female employees. The minimum average wage for male employees is increased by 17 cents per hour to a new minimum average of 95 cents per hour, for female employees by 13 cents per hour to a new minimum average of 66 cents per hour. Minimum rates for general labourers which were previously 65 cents per hour for males and 47 cents for females are now as follows: males—75 cents per hour in first 3 months, 80 cents in third 3 months and 85 cents after 6 months; females—57 cents, 60 cents and 63 cents per hour. The minimum wage table is also revised by the addition of one new operation as well as by the addition of certain new classifications and the deletion of others. As previously in effect the minimum average and hourly rates of Zone II will be 5 cents per hour less than those of Zone I.

Vacation: one week with pay after one year of continuous service for the same employer, as previously provided for. However, this amendment now provides that every employee with 5 or more years' continuous service for the same employer (prior to May 1 in each year) is entitled to 2 weeks of vacation with pay at his basic hourly rate.

Printing Trades, Quebec District

An Order in Council, dated December 23, and gazetted January 3, extends the previous Orders in Council for this industry (L.G., April 1951, p. 544; April 1952, p. 451), to April 30, 1953.

Printing Trades, Montreal

An Order in Council, dated December 23, and gazetted January 10, amends the previous Orders in Council for this industry (L.G., May 1949, p. 604; June 1951, p. 827, June 1952, p. 780; Jan. 1953, p. 97, and previous issues) by setting down a new section of general provisions governing apprentices in composition, ruling, cutting, binding and finishing departments and apprentices and/or starting press apprentices in Zone I. These include the necessary qualifications of applicants for apprenticeship in the printing industry, probationary periods, instructional training at the Graphic School of Arts, examinations every 6 months to determine apprentice's progress, rating of apprentices by designated monitor (foreman or any qualified journeymen) in each plant according to a code set forth in the "Schedule of Operations" contained in a booklet called "Apprentice's Work Record Book for On-the-Job Training" supplied by the Apprenticeships Commission. Another regulation provides that all apprentices will be governed by the same rules, working conditions and hours as journeymen.

Construction

Building Trades, Montreal

An Order in Council, dated December 15, and gazetted December 20, amends the previous Order in Council for this industry (L.G., June 1952, p. 781).

Elevator Construction

Minimum hourly wage rates for employees of the *elevator construction* industry in the Montreal region are increased by 12 cents per hour for mechanics and by 8 cents per hour for helpers, and the new minimum rates are now as follows: mechanic $2.09, helper $1.46.

Another Order in Council, dated December 15 and gazetted December 20, amends the previous Order in Council for this industry.

Plumbers, Steamfitters, Etc., Part "A"

In this amendment the name "The Corporation of Plumbing and Heating Contractors of the Province of Quebec (Montreal Branch)", replaces the names "The Master Plumbers Association of Montreal and Vicinity" and "La Section des Entrepreneurs en Plomberie et Chauffage of the Retail Mercahnts of Canada Inc".

Industrial jurisdiction: this section of the agreement applies to all work governed by the Pipe Mechanics Act (Revised Statutes of Quebec 1941, chapter 173), and by-law No. 1341 of the city of Montreal,and applies to all work whether inside or outside the shop. It does not apply to oil burner mechanics, workers engaged in the construction of water-mains and sewers, nor does it apply to permanent employees, unless engaged in new construction operations.

Hours are unchanged at 8 per day, 40 per week.

Overtime: time and one-half for work between 5 p.m. and 10 p.m. (previously 5 p.m. and midnight), and for the first 4 hours of work on Saturday (previously any work on Saturday); double time for work between 10 p.m. and 8 a.m. (previously midnight and 8 a.m.), for work on Saturday in excess of the first 4 hours, and as formerly in effect, for all work on Sundays and 12 specified holidays. An employer may declare the following or preceeding Monday a holiday in place of any non-religious holiday falling on a Tuesday, Wednesday or Thursday providing double time is paid on any day declared a holiday, if worked.

Minimum wage rates: master plumber and master heating contractor working as an employee with tools or in any supervisory capacity $3 per hour ($100 per week); journeyman in plumbing, heating, pipefitting and pipe welding $1.90 per hour; junior journeyman $1.40 per hour; apprentices from 80 cents per hour in first year to $1.05 per hour in fourth year; truck drivers (service trucks without daily limitation of hours) $35 per week. Foreman in charge

of 10 or more journeymen will be paid 25 cents per hour over and above the rate set for journeymen. Effective after April 1, 1953, minimum rates for journeymen in plumbing, heating, etc., as well as the rates for junior journeymen will be further increased by 10 cents per hour and the rates for apprentices in third and fourth years will be increased by 5 cents per hour. (The above rates are $1 per hour higher than those previously in effect (L.G., Aug. 1951), for master plumbing and heating contractors, 20 cents per hour higher for journeymen and junior journeymen; increases for apprentices range from 10 to 14 cents per hour over the rates previously in effect. However, in accordance with the provisions of an escalator clause (L.G., Aug. 1951) the above increases include a cost-of-living wage adjustment of 9¾ cents per hour which became effective October 11, 1951. (Truck drivers and foremen are added classifications to the table of minimum rates for plumbers, etc.)

Cost-of-living escalator clause previously provided for (L.G., Aug. 1951) is not included in this amendment.

Vacations with pay provisions are those which are applicable to all building trades at Montreal as follows: employees continuously in the service of one employer during the vacation with pay credit period are entitled to 7 days continuous vacation, with pay equal to 2 per cent of their gross earnings for such credit period.

Other provisions include regulations governing board and travelling expenses for work outside the limits of Montreal, as well as regulations governing apprenticeship and notice of termination of employment (one hour for any reason).

Building Trades, Quebec District

An Order in Council, dated December 23 and gazetted January 10, amends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1679; July 1951, p. 977; Aug., p. 1109; Sept., p. 1251; Nov., p. 1539; Dec., p. 1672; Oct. 1952, p. 1362; Nov., p. 1481 and previous issues). This amendment provides for the addition of "The Corporation of Plumbing and Heating Contractors of the Province of Quebec (Quebec and District branch)" and "The Corporation of Master Electricians of the Province of Quebec (Quebec and District branch)" to the list of contracting parties.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc,* include eight new schedules, three made binding for the first time, the amendment of two others and the correction of another. In addition to those summarized below, they include: in Ontario, a new schedule for barbers at Ottawa and the amendment of the schedule for barbers at Woodstock published in *The Ontario Gazette* December 13, and the amendent of the schedule for barbers at Cornwall published December 27; in Alberta, a correction of the schedule for garages and service stations at Edmonton published in *The Alberta Gazette* December 15.

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees, for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, August, 1951, p. 1110.

NOVA SCOTIA

Construction

Bricklayers, Sydney

An Order in Council dated November 10 and gazetted November 19, makes binding the terms of a new schedule for bricklayers at Sydney, to be in effect from November 29, 1952, until May 1, 1953, and thereafter until rescinded or superseded by another schedule.

Hours: 8 per day, 40 per week instead of 44 per week as previously (L.G., March 1949).

Overtime: time and one-half for work in excess of 8 hours per day providing such time exceeds 15 minutes; double time for work on Saturdays, Sundays and 8 specified holidays. Work on Saturday, between November 1, 1952, and May 1, 1953, may be paid for at regular rates, to make up 40 hours in the week. (The previous schedule provided double time for work on Saturday afternoons only, on Sundays and 6 specified holidays.)

Minimum hourly wage rate is increased from $1.50 (L.G., March 1949) to $2 per hour; apprentices' rates are increased from 75 cents to 90 cents per hour during first 500 hours and from $1.50 to $1.70 per hour during eighth 1,000 hours. Apprentices' rates are subject to fulfilment of conditions laid down under the Apprenticeship Act.

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Plasterers, Sydney

An Order in Council dated November 10 and gazetted November 19, makes binding the terms of a first schedule for the plastering trade at Sydney, to be in effect from November 29, 1952, until May 1, 1953, and thereafter until revoked or superseded by another schedule.

Hours: 8 per day, 40 per week.

Overtime: time and one-half for work in excess of 8 hours per day providing such time exceeds 15 minutes; double time on Saturdays, Sundays and any of 8 specified holidays. However, it is provided that between November 1, 1952, and May 1, 1953, work may be done on Saturdays at straight time rates to make up 40 hours in the week.

Minimum hourly wage rates: journeymen $1.90 per hour; apprentices from 90 cents per hour during the first 500 hours to $1.70 during the eighth 1,000 hours. Apprentices' rates will apply only upon fulfilment of conditions laid down under the Apprenticeship Act.

NEW BRUNSWICK

Construction

Carpenters, Saint John

An Order in Council dated November 18 and gazetted December 10, makes binding the terms of a new schedule for carpenters at Saint John. This schedule rescinds the previous one which was to become effective on October 1, 1952. However, all the provisions of this new schedule are similar to those previously in effect (L.G., Jan., p. 99) with the exception of the effective date, which now is November 20, 1952.

Painters and Decorators, Saint John

An Order in Council dated November 18 and gazetted December 10, makes obligatory the terms of a new schedule for painters and decorators at Saint John. This schedule rescinds the previous schedule which was to become effective on October 15, 1952. However, all the provisions of this new schedule are similar to those previously in effect (L.G., Jan., p. 99) with the exception of the effective date, which now is November 20, 1952.

ONTARIO

Construction

Painters and Decorators, Kingston

An Order in Council dated November 27 and gazetted December 13, makes binding the terms of a new schedule for painters and decorators at Kingston, to be in effect from December 23, during pleasure.

Hours are unchanged at 8 per day, 40 per week. Work that cannot be done during regular daily hours may be done during other hours and such work will be known as *night work*. Employees working 8 hours in any 24-hour period will be deemed to be employed during a regular working day.

Overtime: time and one-half for work done during the 4-hour period immediately following the working period of a regular working day; double time for all other overtime and for work on Saturdays, Sundays or any of 7 specified holidays. With the exception of the 4 hours of overtime shown above, no overtime work will be done without a permit from the advisory committee.

Minimum hourly wage rates up to and including May 31, 1953: for work done during regular working periods and for night work—$1.50 per hour for spray painting, $1.40 per hour for all other work (an increase of 15 cents per hour). Effective on and after June 1, 1953, minimum rates will be further increased to $1.60 per hour for spray painting and to $1.50 per hour for all other work. The advisory committee may fix a lower minimum rate for handicapped persons.

Carpenters, Niagara Falls

An Order in Council dated November 27 and gazetted December 13, makes binding the terms of a first schedule for carpenters at Niagara Falls, to be in effect from December 23, 1952, during pleasure.

Hours: 8 per day, Monday through Friday, 40 per week. Work which cannot be done during regular working periods may be performed during other hours, if an employee does not work more than 8 hours, and such work will be *night work*. Provision is made for shift work.

Overtime: time and one-half during the 3-hour period immediately following the regular working day Monday through Friday and on Saturday between 8 a.m. and 5 p.m.; double time for all other overtime work, and for work on Sundays and 6 specified holidays. No overtime work on a holiday without a permit from the advisory committee.

Minimum hourly wage rate: $1.75 per hour for work done during regular working periods and for night work. Employees working on a night shift will be paid 8 hours' pay for 7 hours' work. The advisory committee may set a lower minimum rate for handicapped workers.

Electrical Workers, London

An Order in Council dated December 18 and gazetted January 3, makes binding the terms of a first schedule for the electrical repair and construction industry at London, to be in effect from January 13, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Work performed in 2 or more shifts, and if an employee works not more than 8 hours in any 24-hour period, the employee will be deemed to be employed during a regular working day. Two or more shifts worked on the same job, only one shift will be a day shift.

Overtime: double time for work in excess of regular hours and for work on Saturdays, Sundays, or any of 8 specified holidays. No work will be performed on a holiday except in cases of extreme necessity and subject to the issuance of a permit by the advisory committee. Overtime work is excluded when work is performed in 2 or more shifts.

Minimum hourly wage rate: $1.90 per hour during regular working periods. Employees on night shift are entitled to 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped persons.

Annual Report Reviews Work of Ontario Department of Labour

General increase in use of Department's services shown in 32nd annual report, an increase resulting from expansion in industry and commerce

The 32nd annual report of the Ontario Department of Labour for the fiscal year ending March 31, 1951, shows a general increase in the use of the Department's services. Expansion in industry and commerce was responsible to a great extent for the greater volume of work.

Factory Inspection

Staff

A staff of 37 field inspectors, 10 women and 27 men, covered the 19 inspection districts of the province. During the year, 33,443 inspections were made with respect to the enforcement of the Acts and regulations administered by the Department, 29,198 being inspections under the Factory, Shop and Office Building Act.

Industrial Hazards

An employer is required to report accidents which keep an employee away from work for more than six days. All explosions must be reported.

A total of 9,912 accidents was reported during the year, 213 fewer than in the previous year. Accidents to men numbered 9,313, of which 45 were fatal. Of the 599 accidents to women, none was fatal. In 1949-50, accidents caused the deaths of 51 men and six women.

Almost as many fatal accidents (44) were reported in undertakings outside the jurisdiction of the Factory, Shop and Office Building Act.

There were 51 fewer cases of industrial diseases reported in the year under review than in the previous year. Out of a total of 193, dermatitis accounted for 168 cases, lead poisoning for 11, pneumoconiosis for five, silicosis for five, and undulant fever for four.

Ways and means for the improvement of fire prevention and protection are constantly being investigated. In the enforcement of this type of provision in the Act, municipal authorities and the Fire Marshal co-operate with the inspectors.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Many elevators and machines were ordered to be removed from service after inspection had shown that they were dangerous and that the provisions of the Act were not being carried out.

Hours of Work

The Factory, Shop and Office Building Act prohibits the employment of women and girls, and boys under 16 years, before 7 a.m. or later than 6.30 p.m. in a factory or 11 p.m. in a shop or restaurant but provides for emergency overtime permits and double-shift permits.

There were 1,489 permits for the employment of women or youths between 6.30 p.m. and 9 p.m. issued to employers during the calendar year 1950. This was an increase of 317 over the figure for 1949 but 278 fewer employees were involved (a total of 9,886 female employees in 1950).

The increasing use of double-shift permits instead of overtime permits is being encouraged in view of the longer working hours possible under overtime permits. In 1950, 319 firms (96 more than in 1949) received 641 double-shift permits. The two shifts must fall between 6 a.m. and 11 p.m. of the same day and neither can be more than eight hours long.

To allow female employees over 18 years to work in restaurants until 2 a.m., 318 permits were issued in 1950. Seven of these permits were suspended because of violation of their provisions and were not re-issued until intention of complying with the requirements was indicated. The late hours permits provide for a 30-cent bonus. If this bonus has not been paid, a permit is not reinstated until the amount owed to the employee has been paid.

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No complaints were received with respect to authorized shorter lunch periods where a lunch-room or cafeteria is available. No further requests were received from the textile industry for two rest periods to replace the lunch period in an eight-hour shift for tenders of automatic machines. Where this experiment is being tried, as reported in the previous annual report, no complaints have been received.

Child Labour

Sixty-three children under 14 years of age were employed, contrary to the Act. This was a decrease of 22 from the number of child labour cases in the fiscal year 1949-50.

Home-Work

Fewer permits were issued in the calendar year 1950 for work to be done in homes. The figures for 1949 were 478 permits to employers and 4,236 to home-workers; in 1950, 410 were issued to employers and 3,836 to home-workers.

Approval of Building Plans

The Factory Inspection Branch is required to examine plans which must be submitted to it for constructing or repairing any factory building or any building over two storeys high which is to be used as a shop, bakeshop or office building. During the year, the 1,528 plans approved had a record value of $116,826,900.

The total increase in construction values was 79·4 per cent over the previous year and in the number of plans approved, 42·8 per cent. Construction expenditures in the public utilities group alone almost tripled compared to the previous year. The sharp increase in this category was due to the erection of automatic telephone exchanges, steam electric generating stations, large warehouses and workshops for telephone and electrical power services.

Iron and steel products, transportation equipment and electrical apparatus and supplies accounted for the largest expenditures on construction in the manufacturing industry. Construction in the manufacturing industry as a whole was 57·34 per cent of the total cost of industrial construction, compared with 44·54 per cent in the previous year.

The current practice of having manufacturing departments on the ground floor was adhered to in two large $5,000,000 factories. Unusual problems with respect to ventilation, lighting and safe exits were encountered in one of the factories, which was of windowless design.

In the non-manufacturing industries, the largest expenditures were for office buildings for financial, insurance and real estate firms.

In checking plans of alterations, the Branch paid a great deal of attention to improvements in exit facilities. Many factories and office buildings were required to provide at least one tower stairway continuously enclosed with fire-resistive materials and either an exterior steel fire escape or an additional tower stairway.

Prosecutions

Fines totalling $250 were imposed following 10 prosecutions for violations of the Factory, Shop and Office Building Act. Five of the cases dealt with the employment of female employees in restaurants at late hours. Three cases were neglect to correct fire hazards. The other two cases were child labour and improper guarding of machinery.

Boiler Inspection and Examination of Operating Engineers

For the purpose of inspecting boilers, pressure vessels and plants, there are in Ontario 11 inspection districts and 19 inspectors. These inspectors made some 19,128 inspections during the construction and installation of 6,376 new boilers and pressure vessels in the year. Altogether 8,697 new boilers, pressure vessels and plants were constructed, 2,246 of these being accepted without inspection on the affidavit of the manufacturer. A total of 896 used boilers and unfired pressure vessels was inspected; 7,427 uninsured boilers and pressure vessels were also inspected.

One thousand designs and specifications of boilers, pressure vessels and plants were approved and registered, an increase of 103 over the previous year.

Once again, there was an increase in the number of welding establishments visited and the number of welders tested by boiler inspectors. Out of 2,368 welders tested, 666 failed.

Eight explosions of boilers and pressure vessels were investigated. The report describes each of these explosions, setting out the causes of the accident.

The Board of Examiners of Operating Engineers examined 3,148 candidates for certificates of qualification as operating engineers and firemen during the year. More than two-fifths of the total candidates examined did not pass. The percentage of failures has been high for several years, because candidates lacked a

technical and practical knowledge. Altogether the Board issued 20,825 certificates of qualification, including renewals, to operating engineers and firemen.

A large number of violations of the Operating Engineers Act was reported. Most violations are probably the result of the fact that the demand for qualified operating engineers is far greater than the supply.

Conciliation Service

The Labour Relations Act passed at the 1950 session was proclaimed in force on September 1, 1950. Conciliation service was provided under this Act and under the Labour Relations Act, 1948, which was repealed by the new Act.

The functions of the Conciliation Service are conciliation and arbitration in disputes; preliminary investigations of alleged violations of the Labour Relations Acts of 1948 and 1950; preliminary investigations with respect to conferences, and convening conferences and reporting on them, under the Industrial Standards Act.

The new Labour Relations Act brought about a change in the procedure for obtaining conciliation services in disputes to conclude, renew or revise collective agreements. Previously a request for a conciliation officer was directed to the Minister of Labour. Now it is directed to the Ontario Labour Relations Board. In cases where the request is granted, the Minister then appoints a conciliation officer.

During the year the Board granted 443 requests. In 303 of these, the conciliation officer was able to bring about a settlement of the dispute. In the remainder a conciliation board was appointed. Eighteen disputes still unsettled by these means were settled by conferences between the Minister, the parties to the dispute and the Chief Conciliation Officer or his representative.

Applications may still be made to the Minister to provide conciliators in cases for which there is no established procedure. Twenty-two such requests were granted during the fiscal year and the disputes were settled with the aid of a conciliation officer.

Conciliation in strikes and lockouts effected settlements in 27 work stoppages.

Ontario Labour Relations Board

The five-member Labour Relations Board established in 1948, representing labour and management, was continued by the 1950 Labour Relations Act. During the year it administered the 1948 and 1950 Acts, dealing with a total of 1,015 applications of all types. The report enumerates the applications dealt with in connection with each of the Board's functions and indicates the action taken.

Of the 685 applications for certification as bargaining agent, 358 had been granted by March 31, 1951, 102 dismissed, 53 withdrawn and 172 were carried over.

Ninety-seven representation votes were conducted during the year.

The second largest group of applications were for conciliation services under the 1950 Act. Of these, 244 out of 297 were granted, 25 carried over into the next fiscal period, and the remainder dismissed or withdrawn.

Industry and Labour Board

The Apprenticeship Act, the Hours of Work and Vacations with Pay Act, the Industrial Standards Act and the Minimum Wage Act are administered by the Industry and Labour Board, which meets almost daily to explain to employers and employees the requirements of these Acts in particular situations.

Apprenticeship

At March 31, 1951, there were 4,061 apprentices under contract in designated trades under the Apprenticeship Act. During the year, 707 apprentices completed their term of apprenticeship and certificates of apprenticeship were issued to 674 of them.

The high demand for skilled tradesmen in the building trades and in the motor vehicle repair trade continued; these trades were the choice of 1,496 out of the 1,554 apprentices who registered between April 1, 1950 and March 31, 1951. A small number of apprentices registered as barbers and hairdressers. Prospective hairdressers show a preference for training in a trade school licensed under the Apprenticeship Act rather than in a hairdressing shop under a contract of apprenticeship. Licences for 11 hairdresser trade schools were in force at December 31, 1950.

The Departments of Labour and Education continued their joint operation of school training for apprentices, on the basis of full-time educational day-classes, with evening classes for those not attending day-classes and for hairdressers. In the day-classes, 942 apprentices registered in the designated building trades and 343 in the trade of motor vehicle repairer. Undesignated trades accounted for 30 more apprentices.

The Department of Labour assists interested trades other than those designated under the Apprenticeship Act to establish

a system of training their apprentices. At the end of March 160 apprentices were registered in such trades; 15 certificates were issued during the year.

In the motor vehicle repair trade, 20,630 current certificates of qualification were issued. It is compulsory for persons in this trade, other than registered apprentices, to hold these certificates.

Hours of Work and Vacations with Pay

The Hours of Work and Vacations with Pay Act sets an 8-hour day and a 48-hour week but allows overtime where the limits are not feasible, in the opinion of the Board, or where it is urgently required. Regulation 5 under the Act establishes weekly or annual limits for such approved overtime. Regulation 8 provides that emergency overtime will not reduce the amount of permissible overtime.

The general annual limit for overtime in excess of the 8- and 48-hour limits is 100 hours for any employee under the Act. Permissible overtime for an engineer, watchman, fireman, shipper or other person engaged in non-productive work, however, may be up to 12 hours a week. There is also a special ruling for the highway transport industry. In the fiscal year 1949-50, a 10-hour day, six days a week, was approved for that industry. An amendment in the 1950-51 period removed the limit of 10 hours in a day but retained the maximum working week of 60 hours.

Besides regulating hours, the Act assures every employee in an industrial undertaking of a vacation of at least one week with pay after a year of employment. The system of vacation-with-pay credit stamps, used widely when employees work for several employers during the year, ensures that an employer contributes his proper share of vacation pay to his employees and that employees build up a vacation-with-pay credit in proportion to their earnings.

A total of 285,318 vacation-with-pay stamp books was issued during the year. The sale of stamps to employers amounted to $6,075,824.71.

Industrial Standards

At the close of the fiscal year 137 schedules were in force under the Industrial Standards Act. These schedules, governing wages, hours and days of labour in particular industries, are drawn up at conferences of employers and employees with an industrial standards officer. Nineteen conferences were convened during the period under review.

Minimum Wages

The minimum wage orders apply only to women workers. Examination of employers' records by the Unemployment Insurance Commission and by inspectors of the Department provided information to show whether or not the orders were being complied with. Questionnaires requesting payroll information were also sent to some employers.

Wage increases were ordered in cases of under-payment in 65 firms. Wage arrears were also collected on behalf of or ordered paid to 26 female employees. There were no prosecutions.

At March 31, 1951, permits issued by the Board authorized the employment of 30 handicapped female employees at wages lower than the minimum.

Legal Decisions Affecting Labour

Saint John union loses appeal against judgment ordering reinstatement of a member expelled contrary to its constitution. British Columbia court holds Labour Relations Board not required to make available to union counsel notes of hearings made for its own use. Arbitration Act found applicable to engineers' agreement with City of Hamilton

The appeal court in New Brunswick has affirmed the judgment of the Chancery Division requiring reinstatement of a longshoreman as a member of the International Longshoremen's Association (AFL-TLC) and awarding him damages. The British Columbia Supreme Court has dismissed a union's application for an order to compel the Labour Relations Board to produce its record of the hearings in a certification case.

Holding that, since professional engineers are excluded from the Ontario Labour Relations Act, the arbitration clause in their agreement with the City of Hamilton is subject to the Arbitration Act, the Ontario High Court of Justice has granted the motion of a professional engineers' union for the appointment of an arbitrator, as provided for in the agreement.

Supreme Court of New Brunswick, Appeal Division . . .

. . . dismisses longshoremen's union appeal against award of damages to a member illegally expelled

The Appeal Division of the New Brunswick Supreme Court, on June 4, 1952, affirmed a judgment of the Chancery Division awarding a longshoreman damages for the loss of his employment resulting from his illegal expulsion from his union and ordering the union to reinstate him as a member (*See* L.G., April 1952, p. 461). The union, a Saint John local of the International Longshoremen's Association, appealed from this judgment on the ground that the union constitution prohibited recourse to the courts until the appeal procedure set out in the constitution had been followed. The Appeal Court held that, since the body which expelled the longshoreman had no jurisdiction to do so under the union constitution and no charge had been laid as required by the constitution, the expelled member was not obliged to exhaust the rights of appeal given under the constitution before appealing to the courts.

Mr. Justice Harrison, giving the facts of the case, found that the plaintiff had been expelled by vote of a general meeting of the local, after a report that he was guilty of making false charges against members of the executive had been submitted by a special investigating committee. His Lordship then examined the relevant sections of the union constitution to determine whether this procedure was in accordance with the constitution. He referred to Section 3 of Article XVIII, which lays down the procedure for making charges against a member. His Lordship found that this section was not complied with in that no charge was laid against the plaintiff, he was not given notice of a hearing at which witnesses could be examined and cross-examined, and no such hearing was held.

Mr. Justice Harrison found also that the constitution gave no authority to a membership meeting to administer discipline except in an appellate capacity on appeal from a decision of the executive board. Under Article XVIII, the executive board may hold a hearing upon charges after proper notice to the accused, or may appoint a committee to report the evidence to it, but the board makes the decision upon the evidence and determines the penalty. Article XIX makes the board's decision subject to an appeal to a membership meeting. His Lordship stated that a general meeting was obviously entirely unfitted to conduct what should be a proceeding like a judicial hearing where witnesses are examined and cross-examined and a decision is rendered after consideration of the evidence and arguments submitted.

In dealing with the union's argument that the plaintiff should have made an appeal in accordance with the constitution before bringing a court action, Mr. Justice Harrison distinguished the judgment at issue from the judgment of the Privy Council in the *Kuzych* case. In that judgment it was held that the trial committee which found Kuzych guilty was validly constituted and that the decision of the general meeting to expel him, even if it were tainted by bias or arrived at in defiance of natural justice, was still a "decision" within the meaning of the constitution and could therefore be appealed. Since Kuzych had not exhausted the remedies provided by the constitution, he had no right to appeal to the courts, the Privy Council held.

Mr. Justice Harrison pointed out that the Privy Council had found that the proceedings for hearing and deciding upon the charges against Kuzych and the resolution to expel him were regular. After citing several cases dealing with a claim for a declaration that an expulsion was illegal, he concluded:—

> These authorities indicate that recourse may be had to the court where a union body acts in violation of its constitution and certainly where a body acts entirely without jurisdiction. In such a case the rule that remedies by way of appeal provided by a union constitution must be exhausted before coming to the court do not apply, since action taken without jurisdiction is a nullity.

In the case under consideration, the membership meeting had no jurisdiction to deal with the charges against the plaintiff, since the constitution gave that jurisdiction to the executive board. The action of the meeting in expelling the plaintiff was therefore null and void.

His Lordship stated that Article XIX of the union constitution provided for appeals from a decision of the executive board of a local union, the district council, its executive board, or the executive council in accordance with Article XVIII or from a decision made by a membership meeting on an appeal. In this case, since the resolution of expulsion was not made under Article XVIII and the membership meeting was not exercising its appellate jurisdiction, there was no "decision" to appeal from. Therefore the provision of the constitution forbidding recourse to the courts until appeal remedies had been exhausted did not apply.

Counsel for the union argued that, since the membership meeting was the parent body of the executive board, it did have jurisdiction to expel a member. His Lordship held that the constitution gave the executive board exclusive jurisdiction to hear charges and to deal with questions of discipline.

The Court dismissed the union's appeal with costs. *McRae* v. *Local 1720, The Cargo and Gangway Watchmen's Union of the Port of Saint John, N.B. (ILA) et al*, [1953] 1 DLR 327.

Supreme Court of British Columbia . . .

. . . holds that Labour Relations Board cannot be compelled to produce a record of its proceedings

The Supreme Court of British Columbia, on December 6, 1952, dismissed a union's application for a writ of *mandamus* to compel the Labour Relations Board to make available a record of its proceedings in connection with an application for certification. The Court held that there was no legal requirement that the Board keep a record of proceedings and that the Board could not be compelled to produce notes taken for its own use.

Mr. Justice Wilson delivered the judgment of the Court. The applicant in the case was Local 333 of the United Packinghouse Workers of America (CIO-CCL), which was involved in a jurisdictional dispute with the Fruit and Vegetable Workers' Union (TLC), regarding the right to bargain on behalf of packinghouse employees in the Okanagan Valley. The Labour Relations Board had dismissed an application by Local 333 as bargaining agent for the employees of a packinghouse at Oliver. Later it recognized the TLC union as the bargaining agent for all packinghouse employees in the Okanagan Valley. On an application by the CCL union for reconsideration of this decision, the Board affirmed its previous ruling.

[The Board's reasons for decision were set out in its press release for the week September 2-6. The TLC union sought certification on behalf of employees in 30 different packinghouses, in three of which the CCL union was at that time the certified bargaining agent. The TLC union argued that collective bargaining with the 30 employers had been done on an overall basis for several years and that the agreement reached between this union and a majority of the employers invariably became the industry-wide agreement. All 30 employers gave consent in writing to have the employees included in one bargaining unit. The Board considered that the multiple-employer unit was appropriate and stated: "The Board has stated frequently that to leave out or take out of a unit appropriate for collective bargaining a minority group would be to accept a principle which renders vulnerable every certification in a way never contemplated by the Act, and certainly in a way that makes for increased industrial unrest. The only permissible exception . . . is the establishment of craft units."]

The CCL union then considered applying to the Board for further review or appealing to the courts for redress. The union's counsel stated that before advising on these matters he must have a full record of the Board's proceedings. His request for copies of the proceedings on July 18 and August 15, 1952, was refused by the Board.

Mr. Justice Wilson stated that the Industrial Conciliation and Arbitration Act, which creates the Board, makes no provision for the keeping of records of the proceedings or of evidence given before the Board. A stenographer employed by the Board, not trained in the taking of evidence at hearings, testified that she attended both hearings with instructions to make notes on the evidence and argument. She stated that it was not possible for her to take down all that was said and that it was left to her discretion what part of the proceedings should be noted for the assistance of the Board. The notes did not constitute a record. The union sought a writ of *mandamus* to compel the production of these notes.

Mr. Justice Wilson stated that if he were chairman of the Board he would, as a matter of courtesy and policy, immediately make the notes available to the union, explaining that they were in no sense a complete or exact record. However, he was not here concerned with questions of courtesy or policy but with questions of law.

His Lordship pointed out that the representatives of the union present at the hearings were perfectly free to make notes of the proceedings. The Board was not required by law to keep any record whatever of the evidence and argument heard by it. Therefore, he could see no legal basis for compelling production of the stenographic notes taken.

The union's counsel argued that any tribunal performing judicial or quasi-judicial functions should keep records of all its proceedings available to interested persons. His Lordship cited the case of *Welch* v. *Grant,* 28 BCR 367, to show that, in the absence of any statutory requirement, even a court was not required to keep notes of evidence before it or to produce to an appellant from a judgment of the court any notes the judge might have taken for his own use. If a statutory court could not be compelled to produce such notes, it followed that a quasi-judicial body such as the Labour Relations Board could not be so compelled.

The Court accordingly dismissed the union's application. *In re British Columbia Labour Relations Board and United Packinghouse Workers of America, Local 333,* Supreme Court of British Columbia, December 6, 1952.

Ontario High Court of Justice . . .

...finds Arbritration Act applicable to clause in agreement between engineers and City of Hamilton

The Ontario High Court of Justice, on October 21, 1952, granted the application of the members of a union of professional engineers for the appointment of an arbitrator to settle the salary schedule for engineers employed by the City of Hamilton. An agreement between the parties made provision for the arbitration of disputes. The City refused to name its arbitrator on the ground that the Arbitration Act did not apply to collective agreements.

Mr. Justice Barlow outlined the facts of the case in his reasons for judgment. In an agreement between the City of Hamilton and Hamilton Municipal Unit No. 1 of the Federation of Employee-Professional Engineers and Assistants dated January 2, 1949, the salaries of the professional engineers employed by the City were agreed upon for the year 1949. The agreement, which was to remain in force from year to year subject to two months' notice of termination, provided for the submission in writing to the Board of Control of the City, during January each year, of a schedule of salaries for the current year.

In January 1952, a schedule of salaries was submitted to the Board of Control pursuant to the agreement. Negotiations took place and reports were made by the Board but no agreement was reached. In September, the union requested that the dispute over salaries be settled by the arbitration machinery set out in the agreement. The union appointed its arbitrator and requested the City to name its arbitrator. On October 2, the City notified the union that it did not propose to take arbitration proceedings. The union, having complied with the requirements of the Arbitration Act as to notices, moved under Section 8 of that Act for the appointment by the Court of an arbitrator for the City.

Counsel for the City contended that the motion must fail because Section 32 (5) of the Ontario Labour Relations Act declares that the Arbitration Act does not apply to arbitrations under collective agreements.

Mr. Justice Barlow stated that this argument would answer the union's motion if professional engineers came under the Labour Relations Act but that they are excluded from the Act by Section 1 (3) (a), which reads:—

> For the purposes of this Act, no person shall be deemed to be an employee,
> (a) who is a member of the architectural, dental, engineering, legal or medical profession entitled to practise in Ontario and employed in a professional capacity.

Although this Act was not yet in effect at the time the parties signed their agreement, the legislation then in effect also contained a provision excluding professional engineers from the application of the Act.

Since the engineers were not "employees" within the meaning of the Labour Relations Act, the agreement between their union and the City of Hamilton was not a collective agreement under the Act, His Lordship stated. Accordingly, the Arbitration Act was applicable, and since the applicants had taken the preliminary steps required by that Act, their motion should be granted. He held also that a representative action was appropriate in this case.

Mr. Justice Barlow stated that the issue of the Court's order would be delayed for 10 days to allow the City to suggest to the Court the name of the person to be appointed as arbitrator. *Re Hamilton and Hamilton Municipal Unit No. 1 of the Federation of Employee-Professional Engineers and Assistants,* [1953] 1 DLR 197.

Recent Regulations, Federal and Provincial

Special provision for compensation to war veterans who are injured in industry to be discontinued. Higher minimum wage for construction workers set in British Columbia. Order permitting 48-hour week in smaller Saskatchewan centres before overtime applies is kept in force

The federal Government has taken steps to bring to an end on March 31, 1954, the arrangement by which the Department of Veterans Affairs has paid the costs of compensation for industrial accidents to veterans receiving a war disability pension of 25 per cent or more.

In British Columbia, an hourly rate of 85 cents was fixed as the minimum wage for the construction industry. As before, if construction workers are required to work longer than eight hours in a day or 44 in a week, they must be paid time and one-half their regular rate.

In Saskatchewan, the hours of work order permitting employees in the smaller centres, except factory workers, to work up to 48 hours in a week without payment of time and one-half for overtime is to continue in force until June 30, 1953.

By a new regulation in Alberta, payment of a supplementary allowance will no longer be made to a recipient who moves to another province. Under a reciprocal agreement, the province of Saskatchewan will provide free health services to pensioners who come to Saskatchewan from another province.

FEDERAL

Canada Shipping Act

Pilotage rates, movage charges and fees for the embarkation and disembarkation of pilots for the pilotage district of Caraquet, N.B. were revised by an amendment to by-laws, P.C. 1953-49, of January 14, gazetted January 28.

Pilotage rates now vary according to the waters or section of the harbour through which the ship is piloted. Movage charges no longer depend upon the tonnage of the ship but consist of a flat rate of $10 for moving any ship (a) between the ballast ground and a loading berth outside the harbour or (b) between two loading berths inside the harbour. The previous flat rate of $5 for embarking and disembarking a pilot by pilot boat has been increased to $10 and, in addition to the pilot-boat fee, a boatman's fee of $5 must be paid.

Department of Veterans Affairs Act

A recent Order in Council indicated the federal Government's intention to bring to an end a system in effect since 1921, under which it has borne the cost of workmen's compensation benefits paid to a veteran receiving a war disability pension of 25 per cent or more or to his dependents. The new Order (P.C. 4713), made December 30, 1952, and gazetted January 14, amends P.C. 6221 of 1949 (L.G., 1950, p. 355) which was a revision of earlier regulations. This policy was adopted after the First World War to encourage the employment of war veterans in industry.

The amended regulations provide that the Department of Veterans Affairs may reimburse a Workmen's Compensation Board or an employer who is individually liable for the whole or partial cost of compensation to a pensioner for the period up to September 30, 1953, for any industrial accident or disease occurring or contracted before December 31, 1952. The Department may also pay the capitalized value of a permanent compensation benefit awarded before September 30, 1953, commuted as of December 31, 1952, or as of the date of the award, if made between December 31, 1952, and September 30, 1953. No payment may be made after March 31, 1954, the date on which the scheme expires.

PROVINCIAL

Alberta Supplementary Allowances Act

An amendment has been made to the regulations under the Alberta Supplementary Allowances Act which state the conditions under which the province will pay a supplementary allowance of $10 a month to recipients of an old age security pension, a blind person's allowance or an old age assistance allowance if their income does not exceed the limit set by the Act (O.C. 579-52; L.G., 1952, p. 1102). The amendment revokes the authority formerly granted for the payment of an allowance for a limited time to a recipient who moves to another province.

The regulations previously provided that a recipient of the supplementary allowance

who temporarily moved out of Alberta could continue to receive the allowance for a period not exceeding three months, subject to any reciprocal agreement between Alberta and another province for the payment of such an allowance. Under the amended regulations, the allowance will be paid for a period not exceeding three months to a recipient who has temporarily moved out of Canada but not to a recipient who has moved to another province. The amendment was approved by O.C. 1844-52 on December 22 and gazetted December 31.

British Columbia Male Minimum Wage Act

A higher minimum rate for the construction industry applicable to the whole province was provided for in Male Minimum Wage Order No. 12 of January 8, gazetted January 15 and effective March 2.

The order, which replaces Order No. 12 (1940) and a 1952 amendment requiring the payment of time and one-half for overtime, applies to every employer and employee in the construction industry except those covered by another Order of the Board of Industrial Relations or exempted by the Board because they are employed in a supervisory, managerial or confidential capacity.

It sets a minimum wage rate of 85 cents per hour for all construction workers. Previously, the rate was 54 cents per hour in the cities of Vancouver and Victoria and surrounding municipalities and in Prince Rupert, and 48 cents in the rest of the province, for employees over 21 years of age (42 and 36 cents for those under 21). As before, handicapped or part-time employees and apprentices may be paid whatever wage is prescribed in written permits for their employment by the Board.

Overtime rates for all hours worked in excess of eight in a day or of 44 in a week where the hours worked do not exceed eight in any one day must be at least time and one-half the employee's regular rate of pay. Where other limits for working hours have been arranged, as provided for in the Hours of Work Act, overtime need not be paid until the hours agreed on have been completed.

Written permission from the Board is required for an employee to work more than eight hours in a day or 44 in a week except in exceptional cases as provided in the Hours of Work Act.

A new "daily guarantee" provision requires an employee reporting for work on the call of an employer to be paid the regular rate of pay for the entire period spent at the place of work, with a minimum of two hours' pay if he does not commence work and four hours' pay if he is put to work.

The new order also requires payment at least semi-monthly of wages earned by an employee up to a day not more than eight days prior to the date of payment.

The usual provisions requiring an employer to post a schedule of shifts and rest periods as well as a copy of the Order and to keep a register of his employees and records of their wages and hours are contained in the new order.

Saskatchewan Health Services Act

Amendments were made to the regulations governing the provision of free health services to certain classes of pensioners and their dependents to permit health services to be provided to pensioners from another province with which Saskatchewan has concluded a reciprocal agreement. The amendments were approved by O.C. 38/53 on January 6 and gazetted January 17.

The beneficiaries entitled to free health services under the regulations previously included persons over 70 years of age receiving an old age security pension and persons receiving a blind person's allowance whose low income makes them eligible for a supplementary allowance of $2.50 a month under the Saskatchewan Social Aid Act; dependants of such persons, including spouse and dependent children and grandchildren under 16 years of age; and mothers or incapacitated fathers receiving a mother's allowance under the Social Aid Act and their dependent children under 16 years of age.

A new provision permits the Minister of Public Health to enter into a reciprocal agreement with another province for the provision of free health services to recipients of certain allowances who move from one province to another. A person from another province living in Saskatchewan who is entitled to free health services under the terms of such an agreement is now included in the list of beneficiaries. Another change clarifies the condition that no person eligible to receive health services from the Government of Canada may be a beneficiary under these regulations.

Saskatchewan Hospitalization Act

The list of hospital services available to beneficiaries under the Saskatchewan Hospitalization Act during the calendar year 1953 was approved by O.C. 2802/52 on December 12 and gazetted December 27.

The services to be provided both in Saskatchewan hospitals and in hospitals outside the province are the same as in 1952. These include public ward accommodation, operating and caseroom facilities, surgical material, X-ray and other diagnostic procedures, physiotherapy, anaesthetic agents, drugs, and certain endocrine and vitamin preparations.

The maximum amount which may be paid out of the hospitalization fund to a beneficiary in a hospital outside Saskatchewan is an average of $5 a day for not more than 60 days, except under certain specified conditions. No payment may be made for a patient in a mental hospital, sanatorium, or hospital associated with mineral springs where treatment is given for arthritic and rheumatic conditions.

Saskatchewan Hours of Work Act

An exempting order under the Saskatchewan Hours of Work Act, permitting all employees in the 83 smaller centres with between 300 and 500 inhabitants, except factory workers, to work up to 48 hours a week before overtime must be paid, is to remain in force until June 30, 1953. The order, approved by O.C. 238/52 (L.G., 1952, p. 467), was due to expire December 31, 1952. Its term was extended by O.C. 2629, approved November 21 and gazetted November 29, 1952.

Safety Code for Woodworking Industry

Minimum standards for the safe installation, operation and maintenance of machinery in the woodworking industry including cooperage operations and the making of veneer are set forth in a *Safety Code for the Woodworking Industry* recently published by the Canadian Standards Association.

This CSA Standard (Z114-1952), prepared at the request of the Canadian Association of Administrators of Labour Legislation (L.G., 1951, p. 156), is recommended for adoption by industry and government authorities interested in the prevention of accidents in the woodworking industry.

The Code deals primarily with "point of operation" hazards on machinery used in connection with the last stage of the woodworking industry, the finishing of wood products. It does not apply to sawmill and woods operations. The term "point of operations" is defined in the Code as "that point at which cutting, shaping, boring, or forming is accomplished upon the stock".

Detailed specifications are set out for the proper location and safe construction of woodworking machines and equipment and the maintenance of floors and aisles in the working area.

"The driving power for woodworking machinery," the Code states, "should be by individual motors." A number of requirements for machine control designed to safeguard the operator are listed. The maximum speed at which circular saws may be safely operated, unless especially tensioned for higher speeds, is given as 10,000 peripheral feet per minute; in the Appendix to the Code there is a table of revolutions per minute of various sizes of saws to produce the maximum speed prescribed.

Section 5 deals comprehensively with guarding requirements for specific machines such as circular saws, band saws and band resaws, jointers (hand planers), tenoning, boring and mortising machines, wood shapers, planing, moulding, sticking and matching machines, profile and swing-head lathes and automatic shapers (including wood heel turning machines) and sanding machines. The mention of specific machines in this section, the Code states, "is not intended to exclude other woodworking machines from the requirements that suitable guards and exhaust hoods must be provided to reduce to a minimum the hazard due to the point of operation of such machines".

Specifications for cooperage machinery are dealt with in a separate section. Another section covers specifications for the construction, location and safe operation of machinery used in the making of veneer.

The final section of the Code contains rules for the maintenance of machinery and for the selection of suitable machines and tools and requirements with respect to the proper clothing and goggles which should be worn by operators of woodworking machinery. Emphasis is placed on the importance of maintaining systematic inspection of all woodworking machines and safety equipment to ensure the prompt correction of any developing defects.

Copies of *Safety Code for the Woodworking Industry* may be obtained from the General Manager, Canadian Standards Association, National Research Council, Ottawa. The price is $1 a copy.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for December, 1952, show claims for benefit increased by about 75 per cent over November and 23 per cent over December 1951

The seasonal increase in claims for unemployment insurance benefit was reflected in the amount paid out in benefit during the month. Payments in December amounted to $10,926,557 in respect of 3,586,600 proven unemployed days, compared with $6,435,444 and 2,158,920 days during November. In December 1951, benefit payments totalled $6,923,194 in respect of 2,680,987 proven days.

The monthly report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that initial and renewal claims increased by about 75 per cent over the previous month. The total for December was 215,848, compared with 123,418 for November, and was about 23 per cent higher than the December 1951, figure of 175,040. The increase over last month was common to all provinces, the largest—around 34,000—being recorded in Quebec. A comparison with December 1951, shows that all provinces except Ontario experienced a higher claim load. In Ontario there was a slight decline, caused in part by the much higher levels of employment maintained this year in the automotive and related industries.

Total claimants on the live unemployment register numbered 303,831 (247,329 males and 56,502 females) on December 31, compared with 181,554 (140,297 males and 41,257 females) on November 30 and 287,819 (213,657 males and 74,162 females) on December 31, 1951. Examination of the sex composition of claimants on the live register indicates that the proportion of males increased from 74 per cent on December 31, 1951, to 77 per cent on November 30, 1952, and to 81 per cent on December 31, 1952.

Ordinary claimants on December 31 totalled 265,274 compared with 161,912 in November and 238,950 in December 1951.

See Tables E1-E8 at end of book.

> Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Short-time claimants on December 31 numbered 12,931 and claimants on temporary lay-off, 12,254. (The category "temporary lay-off" is not identical with the former "temporary mass lay-off". As now used, "temporary lay-off" is applied to all claimants who are temporarily separated from their employment but who have reasonable prospects of returning to their former employers within 30 days of lay-off).

Adjudication centres disposed of 183,435 initial and renewal claims during the month. Entitlement to benefit was granted in 142,793 cases. Claims disallowed—insufficiency of contributions—numbered 26,050, while disqualifications were imposed on 19,419 claimants (including 4,312 on revised and 515 on supplementary benefit claims). Chief reasons for disqualification were: "not unemployed", 7,017 cases, 3,879 of which were for a period of six days or less; "voluntarily left employment without just cause", 6,088 cases; "not capable of and not available for work", 1,515 cases.

A total of 120,101 claimants commenced the receipt of benefit payments during the month, compared with 68,034 in November and 87,739 in December 1951.

For the week December 27-January 2, 164,159 beneficiaries received $2,928,266 as compensation for 944,244 unemployed days, while for the week November 29-December 5, 112,319 beneficiaries received $1,883,934 in respect of 626,554 days. During the week December 29, 1951-January 4, 1952,

152,269 beneficiaries received $2,232,209 in compensation for 852,687 unemployed days.

The average daily rate of benefit for the week December 27-January 2 was $3.10, compared with $3.01 for the same week last month and $2.62 for the corresponding week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during December insurance books were issued to 4,364,856 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at December 31 numbered 246,481, an increase of 581 since November 30, 1952.

Supplementary Benefit

Supplementary unemployment insurance benefit is payable during the period January 1 to April 15, inclusive.

The procedure for handling supplementary benefit claims remains substantially unchanged from last year. All claims are originally processed in the regular manner and those claims filed on or after December 1 for which the contribution requirements have not been met are immediately considered for supplementary benefit.

As no extension in coverage was made during the past year and Class 3 (pertaining to workers in lumbering and logging) is inoperative, claimants for supplementary benefit can qualify only under Classes 1 and 2—persons whose benefit years have terminated since the preceding March 31, and persons who have failed to meet the statutory conditions since that date.

Beginning this season, the period for which these benefits are payable is extended until April 15.

The number of initial claims considered during December and their disposition are shown in Table E-8 in the Labour Statistics section.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 880, December 2, 1952

Held: *That a claimant, who had voluntarily left his employment to follow a day course in barbering in the hope of financing his course by obtaining night work, was not available for work within the meaning of the Act.*

Material Facts of Case.—The claimant, married, 38 years of age, was employed as a log-deck man in a sawmill from April 7, 1952, to April 23, 1952, when he voluntarily left to take a course in barbering.

He registered for employment as a waiter and filed a renewal claim for benefit on May 10, 1952. Also on the same date he filed a statement with the local office to the effect that he had commenced the course on April 28, 1952, which would continue until October 28, 1952. The hours of attendance were from 8:45 a.m. to 4:30 p.m. He stated also that he was available for work and was prepared to discontinue the course and accept suitable employment if offered to him at any time while he was on claim.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks as from April 24, 1952, because he had voluntarily left his employment without just cause within the meaning of Section 41 (1) of the Act. He also disqualified him for an indefinite period as from May 10, 1952, because he was not available for work within the meaning of Section 27 (1) (b) while attending the said course.

On June 16, 1952, the claimant filed a renewal claim for benefit and stated that he had worked in another sawmill as a tail sawyer on the night shift from May 29, 1952 to June 13, 1952, when his employment terminated because of a strike at the premises. The employer reported that the claimant's separation resulted from a shortage of logs.

The insurance officer considered that the fourteen days the claimant worked on the night shift was not sufficient continuity of employment to warrant a removal of the indefinite disqualification under Section 27 (1) (b).

From that decision the claimant appealed to a court of referees, which, after having heard the claimant, unanimously disallowed his appeal.

The claimant applied to the chairman of the court for leave to appeal to the Umpire, which was granted.

Conclusions.—The claimant voluntarily left his employment which consisted of day work in order to attend a six-month course in barbering upon completion of which he was assured of a job in that trade.

No doubt he was in earnest and expected to finance his studies by obtaining night work, a pattern of employment which he had followed at times in the past. However, as it turned out and as far as the record shows, in three months he succeeded in obtaining night work for two weeks only.

The claimant will undoubtedly admit that his chances of employment were lessened by his restricted availability. As was pointed out to him by the chairman of the court (transcript of the evidence—exhibit 12) "to be available for work means just that: employment whenever it is found, day or night. It is not on terms and conditions which you lay down".

For those reasons, the unanimous finding of the court of referees is upheld and the appeal is dismissed.

Decision CU-B 881, December 2, 1952

Held:(1) *That while the claimant had excellent personal reasons for voluntarily leaving her employment in a large city in order to accompany her husband, a member of the armed forces who had been transferred to another large city, she had not just cause within the meaning the the Act.*

(2) *That inasmuch as she could reasonably expect to find employment in her new place of residence and she registered for work shortly after her arrival, a reduction of the period of disqualification from six to two weeks was justified.*

Material Facts of Case.—The claimant, married, 28 years of age, filed an initial claim for benefit at the Commission's office in Vancouver, B.C., on July 8, 1952, and stated that she had been employed in Winnipeg, Man., as a comparative shopper by a large departmental store from August 1949, to June 27, 1952, when she voluntarily left because her husband, who is in the RCAF, was transferred to Vancouver.

The insurance officer disqualified her from the receipt of benefit for a period of six weeks because she had voluntarily left her employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a court of referees which, after having heard the claimant, by a majority finding allowed her appeal on the ground that if, for the purposes of the Act, a wife of a civilian worker who voluntarily leaves her employment has the right to follow her husband to another locality where he has established his domicile, then the wife of a serviceman who is posted for duty to another point should be entitled to the same consideration.

The insurance officer appealed to the Umpire.

Conclusions.—As a general rule, a woman whether she is the wife of a serviceman or the wife of a civilian worker, does not show just cause within the meaning of the Unemployment Insurance Act if she voluntarily leaves her employment to follow her husband who is temporarily posted for duty or temporarily works at a distant point.

It is true that a wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile. On the other hand, it will be readily understood that the application of that principle in the case of a wife who has or chooses to be in the labour field may at times come into conflict with the underlying principle of the Unemployment Insurance Act, which is to assist the worker who is in the unfortunate position of being involuntarily unemployed. For that reason, unless there are special circumstances (for instance if the husband has established his domicile or is taking up residence for a substantial period of time in another locality) her status, in all fairness to the other contributors to the Unemployment Insurance Fund, is assimilated to that of a single girl.

While the claimant therefore in this case had excellent *personal* reasons for voluntarily leaving her employment, she had not just cause within the meaning of the Unemployment Insurance Act. However, inasmuch as she moved to a large centre in which she could reasonably expect to find employment and she registered for work shortly after her arrival there, I consider that the period of disqualification previously imposed by the insurance officer should be reduced to two weeks, effective as from the date that this decision is communicated to her.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during January

For Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 99 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 85 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and that contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and forty-four in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and forty-four per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts awarded for the Manufacture of Supplies and Equipment

Contracts awarded during January for the manufacture of supplies and equipment are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.: (Building and Maintenance)	4	$2,756,285.95
Defence Production (December Report)	135	969,993.00
Post Office	10	214,527.36
Public Works	2	16,922.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wages Claims Received and Payments Made during January

During January the sum of $120.81 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed to the seven employees concerned.

Contracts Containing Fair Wages Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Vauxhall Alta: Square M Construction & Equipment Co Ltd, reinforced concrete irrigation structures, Main Canal, Little Bow Reservoir.

Central Mortgage and Housing Corporation

Greenwood N S: Terminal Construction Co Ltd,* installation of fire alarm system. *Halifax N S:* Nova Scotia Light & Power Co Ltd,* installation of street lighting system; Nova Scotia Light & Power Co Ltd.*, installation of street lighting system. *Shearwater N S:* Murry & Falconer, landscaping; Municipal Spraying & Contracting Ltd, hardsurfacing of roads & driveways, H.M.C.S. "Shearwater". *Deep River Ont:* M Sullivan & Son Ltd, construction of addition to school. *North Bay Ont:* Bennett-Pratt Ltd, construction of extension to school, R.C.A.F. Station; Sterling Construction Co Ltd, installation of storm sewers. *Ottawa Ont:* Dinelle Plumbing Service, remodelling of shower baths, Laurentian Bldg. *Petawawa Ont:* Storms Contracting Co Ltd, construction of roads, parking areas & accesses. *Rockcliffe Ont:* Coghlan Construction Ltd, rough grading & placing of duckwalks. *New Westminster B C:* Ed Johnston,* landscaping. *Vancouver B C:* Rosehall Nurseries,* landscaping, Renfrew Heights.

Defence Construction (1951) Limited

Summerside P E I: M F Schurman Co Ltd, construction of water pumphouse & concrete water storage reservoir. *Chatham N B:* Caldwell Construction Co Ltd, construction of standard control tower. *Bagotville P Q:* A Janin & Co Ltd, construction of chapels; J R Theberge Ltee, construction of standard control tower; A Janin & Co Ltd, construction of standard drill & recreational hall. *St Hubert P Q:* O Langlois Construction Ltee, construction of standard explosive storage bldgs; Williams Construction Co Ltd, construction of chapels; Argo Construction Ltd, construction of standard synthetic training bldg. *Val d'Or P Q:* Stacey Mfg Co, erection of steel tanks. *Cobourg Ont:* George Hardy Ltd, construction of ordnance warehouses. *Leitrim Ont:* Sirotex Construction Ltd, construction of administration bldg. *Petawawa Ont:* Stacey Mfg Co, erection of fuel oil storage tanks. *South Bay Ont:* Tatham Co Ltd, construction of air to ground target range. *Churchill Man:* Manitoba Bridge & Engineering Works Ltd, erection of steel tank for bulk fuel storage. *Portage la Prairie Man:* Claydon Co Ltd, construction of standard drill & recreational hall. *Moose Jaw Sask:* Bird Construction Co Ltd, construction of standard garage. *Edmonton Alta:* Bennett & White of Edmonton Ltd, construction of command supply depot; Provincial Engineering Ltd, installation of underground steam distribution system. *Namao Alta:* Wappel Concrete Construction Co, construction of gun testing stop butt. *Penhold Alta:* Alexander Construction Co Ltd, extension to water supply system. *Frobisher Bay N W T:* Toronto Iron Works Ltd, erection of bulk petroleum storage tanks.

Building and Maintenance

Edmonton Alta: McCready Johannson Ltd, re-roofing of bldg, Prince of Wales Armoury. *Penhold Alta:* Assiniboia Engineering Co Ltd, improvements to access road.

National Harbours Board

Quebec Harbour P Q: John Inglis Co Ltd, installation of additional refrigeration equipment, cold storage plant.

Department of Public Works

Kensington P E I: M F Schurman Co Ltd, construction of federal public bldg. *Antigonish N S:* Rodney Contractors Ltd, additions & alterations to public bldg. *Baddeck N S:* J P Porter Co Ltd,* dredging. *North Sydney N S:* Martell's Construction Ltd, breakwater repairs & improvements. *Pictou N S:* Ferguson Industries Ltd,* construction of steel dipper dredge. *Stellarton N S:* Joseph S. Surette, addition & alterations to public bldg. *Yarmouth N S:* Babine & Taylor, removal of wharf, piles & bldgs. *Big Cove N B:* Modern Construction Ltd, construction of nursing station. *North Head N B:* R A Corbett & Co Ltd, addition & alterations to public bldg. *Wilson's Beach N B:* Clare Construction Co Ltd, breakwater repairs. *Granby P Q:* A N Bail Cie Ltee, erection of federal public bldg. *Belleville Ont:* Hughes Construction Co Ltd, construction of science service laboratory. *Bowmanville Ont:* H M Brooks Ltd, construction of temporary addition to public bldg. *Colchester Ont:* McQueen Marine Ltd, breakwater improvements. *Oshawa Ont:* Ruliff Construction Co Ltd, renewal of waling. *Ottawa Ont:* Wm O Pickthorne & Son, additional fluorescent installation, Hunter Bldg; Alex I Garvock, alterations to seminary bldg for RCMP; Stanley G. Brooks, installation of fluorescent lighting, No 3 Temporary Bldg; Sirotek Construction Ltd., alterations & additions to tobacco warehouse, Central Experimental Farm. *Owen Sound, Ont:* Russel-Hipwell Engines Ltd,* construction of two welded steel hopper scows. *Parry Sound Ont:* Looby & Looby, wharf reconstruction. *Sault Ste Marie Ont:* McLarty Bros & Brodie, changes to heating system, Insect Pathology Laboratory. *Toronto Ont:* Carter Construction Co Ltd, erection of postal station "E". *Winnipeg Man:* Kummen-Shipman Electric Ltd, improved lighting on 5th & 6th floors, Power Bldg; Universal Construction Co Ltd, protective fencing at site, General Post Office Bldg; McBain & Jack, renewing of linoleum on ground floor & installation of new pair of entrance doors at Postal Station "B". *Yorkton Sask:* W C Wells Construction Co Ltd, construction of federal public bldg. *Edmonton Alta:* Buchanan & Lipsey Construction Co, improvements & alterations, Government House. *Esquimalt B C:* Dawson, Wade & Co, construction of seaward defence base. *Fraser River B C:* Gilley Bros Ltd, improvements (rock protection, Lulu Island). *Owen Bay B C:* Pacific Piledriving Co Ltd, fishermen's approach & float reconstruction. *Port Coquitlam B C:* Fraser River Piledriving Co Ltd, reconstruction of wharf & float. *Prince George B C:* Dominion Construction Co Ltd, erection of federal public bldg; Northwest Construction Ltd, construction of new basement, administrative offices & asbestos shingling of various bldgs, Miller Bay Indian Hospital. *Refuge Cove (Sidney Inlet) B C:* W E Bond, float repairs & improvements. *Salmo B C:* Stange-Holand Construction Co Ltd, construction of RCMP Detachment bldg.

Department of Transport

Torbay Nfld: United Engineers & Contractors Ltd, construction of power house. *Dorval P Q:* Robert LaFerme & Co Ltd, addition to stores bldg at airport. *Lac des Loups P Q:* Northland Construction Co Ltd, construction of two staff dwellings, equipment garage & power plant. *Quebec P Q:* Bergerville Estates Ltd, construction of power house at airport. *Bracebridge Ont:* F D Howie Construction Ltd, construction of equipment garage, dwelling & related work. *Killaloe Ont:* M J Sulpher & Sons Ltd, construction of equipment garage & two dwellings. *Ottawa Ont:* J R Seguin & Dagenais Ltd, installation of heating system in dwellings at s/w station; H J McFarland Construction Co Ltd, construction of omni-range station. *Grande Prairie Alta:* New West Construction Co Ltd, additional airport development. *Suffield Alta:* Urban Young, installation of field lighting at airport. *Nanaimo B C:* S E Weismiller & Son, construction of foundation for radio range bldg, etc.

At the beginning of 1953, weekly wages and salaries in Canada's major non-agricultural industries averaged $53.96, higher by $3.54 than the $50.42 average at the beginning of 1952. In manufacturing alone, the average was $55.05, up $3.23 from $51.82 a year earlier.

Tobacco, Cigar and Cigarette Industry

Average hourly wage rates rose approximately four per cent in year ending October 1, 1952. Since 1939, wage rates have increased about 250 per cent, a rise ranking with the highest in any other industry

Average hourly wage rates in the production of tobacco, cigars and cigarettes rose by approximately four per cent during the year ending October 1, 1952, according to preliminary figures from the Department's annual survey. During the previous 12-month period they increased 20·9 per cent; at the same time, the work week was reduced from 42 to 40 hours.

(The chief reason for the difference in increases during the two years was the granting, in an agreement signed in August 1951, of a substantial wage increase to a large proportion of the employees in the industry. This agreement affected several establishments.)

Since 1939, wage rates have increased approximately 250 per cent, a rise ranking with the highest obtained by employees in any other manufacturing industry.

For purposes of this article, 17 establishments across Canada were used, of which 15 were located in Quebec and Ontario. These factories employed a total of 6,300 workers, with a large majority working in Quebec. Ninety-four per cent of the workers were employed by four major companies, with the remaining six per cent distributed in the other 13 companies.

Standard Work Week

All but two of the 17 establishments used in this analysis of the tobacco, cigar and cigarette industry were on a five-day week as of October 1952. The majority of the 6,300 plant workers employed in the 17 plants were on a 40-hour schedule and in no case did the weekly hours exceed 45.

The five-day, 40-hour week has become more common among establishments in this industry: in 1951, only 13 of the 17 factories were on a five-day schedule.

Average Wage Rates

Average hourly wage rates are shown in the table for five male and 13 female occupations for the pay period preceding October 1, 1952. (By far the larger number employed in this industry are women.) The Canada average wage rates cover Quebec and Ontario only. This means the exclusion of only two relatively unimportant factories.

Of the male workers in the tobacco products industry, cigar rollers received the lowest rate of pay, 89 cents an hour, and machinists the highest, $1.81. For the female workers, cigar rollers received the lowest rate of pay, 79 cents an hour, and cigarette-making machine operators the highest, $1.33. Average wage rates for other female occupations shown include hand packers, $1.05 per hour; cigarette machine stemmers, $1.20; and searchers (pickers), $1.31.

Increases in wage rates over those which prevailed in 1951 occurred in 15 of the 18 occupations used in this analysis, with the amounts varying from one to 16 cents an hour. The other three occupations showed slight decreases. Adjusters received increases which averaged one cent; female machine cigarette packers, 16 cents. For the occupations receiving increases, the average amounted to six cents an hour.

AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE MANUFACTURE OF TOBACCO, CIGARS AND CIGARETTES, OCTOBER, 1952

Occupation and Locality	Rate per Hour
	$
Canada (Quebec and Ontario)	
Adjuster	1.70
Binderlayer, Female	1.26
Cigarette Making Machine Catcher, Female	1.22
Cigarette Making Machine Operator, Female	1.33
Cigarette Packer, Machine, Female	1.06
Cigar Roller, Male	.89
Cigar Roller, Female	.79
Examiner, Female	1.30
Filler Feeder, Female	1.30
Machinist	1.81
Packer, Hand, Female	1.05
Searcher, (Picker), Female	1.31
Shipper	1.43
Stemmer, Machine, Cigarette, Female	1.20
Stemmer, Machine, Cigar, Female	1.09
Unskilled Worker, Male	1.26
Unskilled Worker, Female	1.07
Wrapper Layer, Female	1.29

Prices and the Cost of Living*

Consumer Price Index, Feb. 2, 1953

The Dominion Bureau of Statistics consumer price index dropped one-fifth of a point, from 115·7 to 115·5, between January 2 and February 2, 1953. A decline in the food index accounted for most of the change.

The food index dropped from 113·5 to 112·7. Among items showing decreases were sugar, tea, eggs, oranges, potatoes, tomatoes, lettuce and celery. Margarine and most meats, particularly fresh pork, were higher in price.

Price changes in index items other than food were confined to narrow limits. The clothing index moved from 109·7 to 109·6; the household operations group advanced from 116·5 to 116·6. No change was recorded in the index of other commodities and services, which remained at 116·7. An increase in the rent index of 0·2 per cent, from 123·5 to 123·8, advanced the shelter component from 122·3 to 122·5.

The consumer price index for one year ago (February 1, 1952) was 117·6. Group indexes at that date were: food, 120·8; shelter, 118·3; clothing, 113·5; household operation, 116·3; and other commodities and services, 115·8.

Cost-of-Living Index, Feb 2, 1953

The cost-of-living index advanced from 184·4 at January 2, 1953, to 184·9 at February 2, 1953. At February 1, 1952, it was 190·8.

(It was recently announced that publication of the cost-of-living index will continue for another six months, until September, to allow more time for conversion to the use of the new index.)

Group indexes at February 2 were: food, 227·4; rent, 150·5; fuel and light, 154·3; clothing, 205·2; home furnishings and services, 196·1; and miscellaneous, 149·0.

Group indexes at January 2 were: food, 226·2; rent, 150·2; fuel and light, 153·9; clothing, 205·3; home furnishings and services, 196·0; and miscellaneous, 148·9.

Group indexes one year ago (February 1, 1952) were: food, 248·1; rent, 144·8; fuel and light, 151·3; clothing, 213·0; home furnishings and services, 200·1; and miscellaneous, 146·5.

See Tables F-1 to F-6 at end of book.

City Cost-of-Living Indexes, Jan. 2, 1953

Cost-of-living indexes advanced in seven of the nine regional cities between December 1, 1952, and January 2, 1953, declined in one, Edmonton, and remained unchanged in the eighth, Halifax.

Increases for meats and potatoes and decreases for eggs and fresh fruits were the predominant changes registered in food prices. Clothing indexes in Saskatoon, Edmonton and Vancouver were lower as a result of decreases in the prices of men's suits, socks and footwear. In Halifax and Saint John a slight advance in cotton yard goods moved the clothing indexes higher. Increases in telephone rates were recorded in Saint John and Vancouver. Other advances in the home furnishings and services group were noted for furniture, floor coverings and electrical equipment in some cities, with decreases being recorded for soaps and other household supplies.

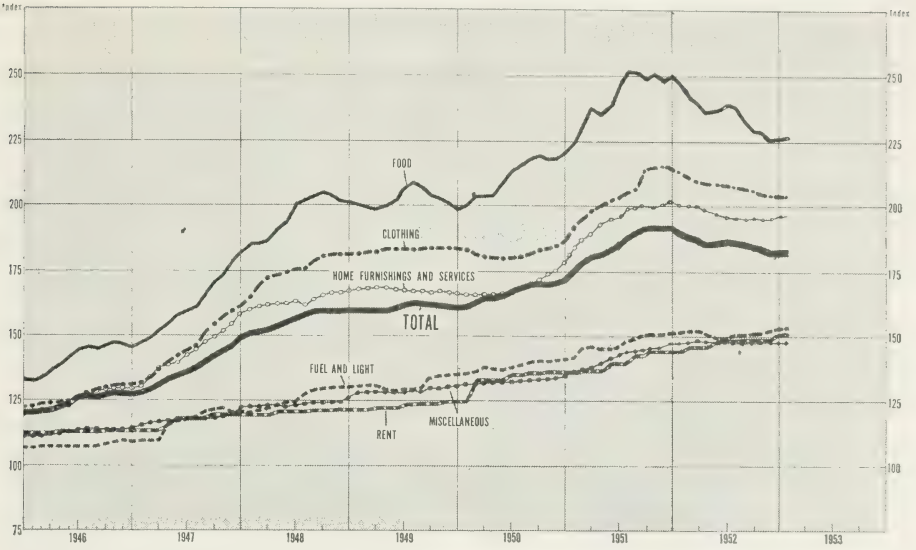
Fuel and light indexes were unchanged in five cities, while in the remaining four, indexes were higher because of increases in coal and coke prices. Rents showed advances in six of the nine cities, no changes being recorded for Saint John, Winnipeg and Saskatoon. Indexes for miscellaneous items were unchanged except in Vancouver, where a decrease of 0·1 points occurred.

Composite city cost-of-living index point changes between December 1 and January 2 were: Montreal, +0·9 to 189·7; Saskatoon, +0·9 to 181·8; Toronto, +0·5 to 181·3; Saint John +0·3 to 180·7; Winnipeg, +0·2 to 176·5; Vancouver, +0·1 to 188·2; St. John's, +0·1 to 102·4; Edmonton, —0·6 to 175·6; and Halifax, unchanged at 173·5.

Wholesale Prices, Jan. 1953

Canada's general index number of wholesale prices rose 0·1 per cent in January, compared with December, but was 6·5 per cent below last year's January level. This year's January index stood at 221·5 compared with 221·2 in December and 236·8 in January 1952.

Among the group indexes, non-ferrous metals moved up from 167·7 in December to 169·6, reflecting increases for silver, lead and zinc. In the animal products section, firmer prices for fresh meats, fowl, cured meats, milk and its products and fish outweighed decreases in hides, livestock and eggs to advance the group index from 237·4 to 239·3.



The chemical products group index rose from 176·1 to 177·0 as a result of price increases for glycerine, shellac, aluminum sulphate, soda ash and litharge. These outweighed decreases for copper sulphate and sodium cyanide.

A change from 174·9 to 175·3 in non-metallic minerals was due to advances in imported anthracite and domestic bituminous coal, asphalt and cement and crushed stone at certain centres. An advance in iron and steel products from 221·4 to 221·5 reflected an increase in the castings sub-group index.

Because of lower quotations for raw cotton, cotton yarns, cotton duck and jute bags, the fibres, textiles and textile products group index declined from 241·4 to 240·3. These decreases outweighed advances in raw wool, woollen yarns, cloth and carpets.

Lower prices for grains, rubber, sugar, potatoes, oranges, tea and coffee and raw leaf tobacco overbalanced strength in milled feeds, vegetable oils and onions to lower the vegetable products index from 202·7 to 202·0.

The wood, wood products and paper index also receded from 291·2 to 291·1 as a result of lower prices for woodpulp, which outweighed advance in cedar shingles.

The index for Canadian farm products at terminal markets declined in January to 219·9 from 222·3. Lower prices were recorded for both field and animal products, the index for the former series declining from 176·4 to 173·4, reflecting decreases in grains and potatoes, the index for the latter dropping from 268·3 to 266·4, mainly as a result of lower quotations for western livestock and eggs outweighing moderate strength in eastern livestock.

The index for residential building material prices moved fractionally from 283·8 to 283·7 between December and January. Group changes were small; lumber prices averaged slightly lower while the paint and glass sub-group was somewhat higher because of an advance in shellac. The electrical equipment and fixtures series decreased in the wake of a lower price for outlet boxes.

The new United States consumer price index, issued in completely revised form for the first time, dropped two-tenths of a point between mid-December 1952, and mid-January 1953, the Bureau of Labour Statistics reported. The index declined from 114·1 to 113·9.

The mid-January figure was 0·7 per cent above that for a year earlier, 11·9 per cent above the level of June 1950, but 0·3 per cent below the peak reached in November 1952.

Strikes and Lockouts

Canada, January 1953*

Fewer workers were involved in work stoppages in January than in the previous month and the resulting time loss was down. Three stoppages caused more than three-quarters of the total idleness. These were: copper refiners at Montreal, Que.; rayon factory workers at Louiseville, Que.; and clothing and hosiery factory workers at Montreal, Que.

Wages and related matters were the central issues in nine stoppages in January 1953, causing 80 per cent of the total idleness. Of the other disputes, two arose over dismissals and lay-offs, two over causes affecting working conditions and one over a union question.

Preliminary figures for January 1953, show 14 strikes and lockouts in existence in the month, involving 2,136 workers, with a time loss of 31,050 days, compared with 18 strikes and lockouts in December 1952, with 3,646 workers involved and a loss of 47,279 days. In January 1952, there were 15 strikes and lockouts, with 5,749 workers involved and a loss of 75,220 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January 1953, was 0·03 per cent of the estimated working time, compared with 0·05 per cent in December 1952, and 0·08 per cent in January 1952.

Of the 14 strikes and lockouts in existence in January 1953, two were settled in favour of the workers, two in favour of the employers, and two were compromise settlements. At the end of the month eight stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November 1952, was 128 and 15 were still in progress from the previous month, making a total of 143 during the month. In all stoppages of work in progress, 47,500 workers were involved and a time loss of 126,000 working days caused.

Of the 128 disputes leading to stoppages of work which began in November nine, directly involving 29,400 workers, arose over demands for advances in wages, and 37, directly involving 6,100 workers, over other wage questions; six, directly involving 300 workers, over questions as to working hours; 18, directly involving 3,200 workers, over questions respecting the employment of particular classes or persons; 53, directly involving 4,000 workers, over other questions respecting working arrangements; and five, directly involving 2,000 workers, over questions of trade union principle.

United States

Preliminary estimates released by the United States Bureau of Labor Statistics for the year 1952 show 4,950 work stoppages resulting from labour-management disputes involving about 3,500,000 workers and causing a time loss of 55,000,000 man-days. Comparable figures for 1951 are 4,737 stoppages with 2,220,000 workers involved and a time loss of 22,900,000 days.

*See Tables G-1 and G-2 at end of book.

Selected Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 56.

Arbitration, Industrial

1. **Peters, Edward.** *Conciliation in Action; Principles and Techniques.* New London, Conn., National Foremen's Institute, Inc., c1952. Pp. 266.

2. **Turner, H. A.** *Arbitration: a Study of Industrial Experience.* London, Fabien Society, 1952. Pp. 28.

Cost and Standard of Living

3. **Kuntze, Ramona D.** *The Bureau of Labor Statistics Consumers Price Index and Its Application to Wage Problems,* by Ramona D. Kuntze and Louise M. Wilde. Under the direction of Erwin A. Gaumnitz. Madison, University of Wisconsin, School of Commerce, Bureau of Business Research and Service, 1948. Pp. 70.

4. **U.S. Bureau of Labor Statistics.** *Family Income, Expenditures, and Savings in 1950; from the Survey of Consumer Expenditures in 1950.* Washington, G.P.O., 1952. Pp. 55.

5. **U.S. Bureau of Labor Statistics.** *Family Income, Expenditures, and Savings in 10 cities; 1946: Savannah, Ga., Scranton, Pa., Milwaukee, Wis.; 1947: Manchester, N.H., Richmond, Va., Washington, D.C.; 1948: Denver, Colo., Detroit, Mich., Houston, Tex.; 1949: Memphis, Tenn.* Washington, G.P.O., 1952. Pp. 110.

Disabled—Rehabilitation

6. **U.S. Office of Vocational Rehabilitation.** *Opportunities for the Tuberculous through Vocational Rehabilitation.* Rev. ed. Washington, 1952. Pp. 24.

7. **U.S. Office of Vocational Rehabilitation.** *Vocational Rehabilitation for Civilians; a Public Service to restore the Disabled to paid Jobs through Medical Service, Counsel and Guidance Training, and Job Finding.* Rev. ed. Washington, 1952. Pp. 28.

Education

8. **Parsons, Harriet.** *Where and Why? A Study of the Distribution of Program Materials.* Toronto, Published by Canadian Association for Adult Education for the Joint Planning Commission, 1952. Pp. 61. This pamphlet is about adult education in Canada.

9. **U.S. Library of Congress. Legislative Reference Service.** *Federal Educational Activities and Educational Issues before Congress:* a Report prepared by Charles A. Quattlebaum, Educational Research Analyst. Printed for the use of the Committee on Education and Labor. Washington, G.P.O., 1952. Pp. 587.

Employees—Selection

10. **Illinois. University. College of Commerce and Business Administration.** *Selecting Office Workers,* by Robert L. Peterson. Urbana, 1952. Pp. 22.

11. **Illinois. University. College of Commerce and Business Administration.** *Using Aptitude Tests in selecting Industrial Personnel,* by Robert L. Peterson. Urbana, n.d. Pp. 8.

12. **Kephart, Newell C.** *The Employment Interview in Industry.* 1st ed. New York, McGraw-Hill, 1952. Pp. 277.

13. **U.S. Bureau of Employment Security.** *Placement of Professional Personnel.* Washington, G.P.O., 1952. Pp. 45.

Employees—Training

14. **Bureau of National Affairs, Washington, D.C.** *How to give Instructions.* Washington, c1952. Pp. 12.

15. **Canadian Industrial Training Association. Research Committee.** *Training is Teaching.* Montreal, 1952. Pp. 9.

16. **U.S. Civil Service Commission.** *Guide for Internship Training in the Federal Service.* Washington, G.P.O., 1952. Pp. 36. This pamphlet is about instructing civil servants in their jobs.

Employees' Benefit Plans

17. **Dartnell Corporation, Chicago.** *Experience of 132 Companies with Employee Benefit Programs. Special Investigation.* Chicago, 1948? 1 Volume.

18. **National Industrial Conference Board.** *Computing the Cost of Fringe Benefits,* by Harold Stieglitz, New York, 1952. Pp. 56.

19. **U.S. Social Security Administration.** *Employee-Benefit Plans in the Electric and Gas Utility Industries,* by Julia Carlson. Washington, G.P.O., 1952. Pp. 150.

Employment Management

20. **Bureau of National Affairs, Washington, D.C.** *Communications to Employees . . .* Washington, 1952. Pp. 17. This pamphlet describes how the employer passes on information to the employee.

21. **Daykin, Walter Lesley.** *Effects of the Taft-Hartley Act on the Employers' Right to discharge.* Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1952. Pp. 37.

22. **Moxon, G. R.** *Functions of a Personnel Department.* Rev. ed. London, Institute of Personnel Management, 1951. Pp. 36.

23. **Ronken, Harriet O.** *Administering Changes; a Case Study of Human Relations in a Factory,* by Harriet O. Ronken and Paul R. Lawrence. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1952. Pp. 324.

Government Ownership

24. **Acton Society Trust.** *The Worker's Point of View; a Discussion of 'Reporting Back' based on a Study in a Coalfield.* Claygate, Surrey, 1952. Pp. 31. This is a study of the workers in a nationalized coalfield in Great Britain.

25. **Great Britain. Ministry of Supply.** *Iron and Steel Industry . . .* London, H.M.S.O., 1952. Pp. 5. This pamphlet is about nationalization in the iron and steel industry.

Industrial Health

26. **Industrial Hygiene Foundation of America.** *The Executive and Health. Transactions of Sixteenth Annual Meeting, Thursday, November 15th, 1951.* Pittsburgh, c1952. Pp. 91.

27. **U.S. Interstate Commerce Commission.** *Motor Carrier Safety Regulations; Applicable to Common Carriers, Contact Carriers, Private Carriers, "Exempt" Carriers. Sec. 203 (b).* Rev. ed. Washington, 1952. Pp. 67.

Industrial Relations

28. **Associated Industries of Cleveland.** *A Guide to Good Labor Relations; Analysis of Personnel Practices in the Cleveland Area July, 1952.* Cleveland, 1952. Pp. 151.

29. **Public Administration Service, Chicago.** *Government and Union-Employer Relations: An Analysis of Statutes and Administrative Regulations,* by Leifur Magnusson. Chicago, 1945. Pp. 36.

Industry—Location

30. **Hague, D. C.** *Costs in Alternative Locations: the Clothing Industry,* by D. C. Hague and P. K. Newman. Cambridge, Eng., University Press, 1952. Pp. 73.

31. **Luttrell, William Fownes.** *The Cost of Industrial Movement; a First Report on the Economics of establishing Branch Factories,* by W. F. Luttrell who has had the assistance in the preparation of this report of the members of the research group working on the location of industry inquiry, D. C. Cochlin, F. G. Davidson and J. F. Thompson. Cambridge, Eng., University Press, 1952. Pp. 104.

32. **Windsor, Ontario. Chamber of Commerce. Industrial Promotion Committee.** *A Convenient Location in Canada. Here are the Facts on Windsor, Ontario; Labour Power, Transportation, All the Locational Factors.* Windsor, Ont., 1952. Pp. 8.

International Agencies

33. **Canada. Department of External Affairs.** *Canada and the United Nations, 1951-52* Ottawa, Queen's Printer, 1952. Pp. 165.

34. **Diebold, William.** *The End of the I.T.O.* [International Trade Organization] Princeton, International Finance Section, Department of Economics and Social Institutions, Princeton University, 1952. Pp. 37.

35. **Royal Institute of International Affairs.** *Atlantic Alliance: NATO's Role in the Free World; a Report by a Chatham House Study Group.* London, 1952. Pp. 172.

36. **U.S. National Commission for the United Nations Educational, Scientific and Cultural Organization.** *UNESCO Facts; Six Years of Work.* Washington, U.S. Department of State, 1952. Pp. 18.

International Labour Organization

37. **Ibanez, Bernardo.** *What the Workers expect of the International Labor Organization.* New York, The American Labor Conference on International Affairs, 1944. Pp. 18.

38. **International Labour Office.** *The ILO and Youth.* Geneva, 1952. Pp. 16.

Labour Organization

39. **Canada. Department of Labour.** *Labour Organization in Canada.* 1952 edition. Ottawa, Queen's Printer, 1952. Pp. 105.

40. **National Planning Association.** *Strengthening Democratic Trade-Unions Abroad.* Washington, 1952. Pp. 9.

Labour Supply

41. **International Labour Office.** *International Classification of Occupations for Migration and Employment Placement.* Geneva, 1952. 2 Volumes. Contents.—v.1. Occupational titles, codes and definitions. v.2. Tables of occupational comparability; major occupational Groups 1 through 6.

42. **Michigan. University. Survey Research Centre.** *Industrial Mobility in Michigan; a Sample Survey of Michigan Manufacturers.* Ann Arbor, 1950. [c1951]. Pp. 77.

43. **U.S. Bureau of Labor Statistics.** *Employment in Metropolitan Areas; a Summary of Available Data on Employment Trends, 1947-51, in 100 Metropolitan Areas.* Washington, 1952. Pp. 111.

Labouring Classes

44. **Collinet, Michel.** *L'Ouvrier Français: Esprit du Syndicalisme (Essai);* Avant-Propos par Edouard Dolléans. Paris, Editions ouvrières, 1952. Pp. 229.

45. **Labour Party (Great Britain)** *Report of the Fifty-First Annual Conferance, 1952.* London, 1952. Pp. 257.

Productivity of Labour

46. **Anglo-American Council on Productivity.** *The Provincial Press. Report of a Productivity Team representing the British Provincial Press which visited the United States of America in 1951.* London, 1952. Pp. 85.

47. **Anglo-American Council on Productivity.** *Woodworking Machinery. Report of a Productivity Team representing the British Woodworking Machinery Industry which visited the United States of America in 1951.* London, 1952. Pp. 48.

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(Continued from page 424)

loading and unloading operations. The Employers contended that the existing scale was conceived with respect both to favourable and unfavourable job conditions and that the premium was thus merely a request for additional wages.

Recommendations on Dust Premium— The Chairman and Mr. Bury feel that the Union's case for a dust premium has merit and recommend that the ten cent premium be granted. Mr. Ellis recommends that the existing uniform rate be maintained.

(Sgd.) Joseph A. Crumb,
Chairman.
(Sgd.) T. E. H. Ellis,
Member.
(Sgd.) J. Bury,
Member.

Signed at Vancouver on January 17, 1953.

CORRECTION

The classifications of the railway personnel affected were inadvertently omitted in the reports of the Boards of Conciliation as they appeared in the February issue of the Labour Gazette, pages 248 and 260.

In the dispute between the Canadian National Railways and the Brotherhood of Railroad Trainmen (p. 248), the employees involved were: (1) yardmasters and assistant yardmasters of all lines in Canada except on former government railways south of the St. Lawrence River; (2) conductors, baggagemen, brakemen and yardmen, Atlantic and Central Regions; (3) baggagemen, flagmen and brakemen, Western Region; (4) yardmen, Western Region; and (5) freight handlers handling LCL freight on passenger trains.

In the dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen (p. 260), the employees involved were: (1) conductors, baggagemen, trainmen, yardmen and switchtenders employed on the Prairie and Pacific Regions; (2) conductors, baggagemen, trainmen, yardmen and switchtenders employed on Eastern Region; and (3) yardmasters on all lines.

NOTICE

The subscription rate of the *Labour Gazette* will be raised to $1.50 a year, effective with the April, 1953, issue.

Group subscriptions (5 or more) will be 50 cents each a year; single issues, 15 cents

This announcement is made with regret. Publishing costs have increased since the subscription rate was last changed in 1948. The present price increase is only the second in the 53 years that the Labour Gazette has been published

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items		1953 Jan.	1952 Dec.	1951 Dec.	1950 Dec.	1944 Dec.	1939 Dec.
Total Population *	000		14,534	14,009	13,921	11,975	11,267
Labour Force—							
Civilian labour force (1)	000		5,276	5,210	5,201	†	†
Persons with jobs	000		5,144	5,110	5,084	†	†
Male	000		3,981	4,005	3,986	†	†
Female	000		1,163	1,105	1,098	†	†
Paid workers	000		3,897	3,800	3,581	†	†
Without jobs and seeking work	000		132	100	117	†	†
Index of employment (1939 = 100)			192·2	186·6	179·2	†	†
Immigration	No.		7,462	19,676	7,061	1,493	621
Adult males	No.		1,920	9,434	3,044	181	188
Earnings and Hours—							
Total labour income	$000,000			866	738	†	†
Per capita weekly earnings	$		56·08	52·41	46·63	†	†
Average hourly earnings, mfg.	c		132·2	124·5	107·8	†	†
Average hours worked per week, mfg.			42·4	41·9	43·1	†	†
Real weekly earnings, mfg. (2)			116·1	105·9	104·5	†	†
National Employment Service—							
Live Applications for employment (1st of month) (3)	000	315·6	194·5	208·0	186·3	72·3	†
Unfilled vacancies (1st of month) (3)	000	24·2	35·3	39·0	43·1	154·8	†
Placements, weekly average	000		14·8	16·2	15·8	†	†
Unemployment insurance—							
Ordinary live claims (1st of month)	000		(7) 161·9	153·7	124·8	13·4	†
Balance in fund	$000,000			773·5	647·8	250·1	†
Price Indexes—							
General wholesale (4)			221·2	237·7	225·2	†	†
Cost-of-living index (4)			184·2	191·1	171·1	118·5	103·8
Residential building materials (4)			283·8	288·8	263·3	†	†
Consumer Price Index (1949 = 100)			115·8	118·1	106·6	†	†
Production—							
Industrial production index (4)			235·3	211·6	†	†	†
Mineral production index (4)			170·2	151·9	†	†	†
Manufacturing index (4)			249·1	223·5	†	†	†
Pig iron	000 tons		232·7	220·5	198·2	139·2	94·6
Steel ingots and castings	000 tons		319·7	296·5	291·2	243·5	150·1
Inspected slaughtering, cattle	000		102·9	63·0	94·3	153·5	65·6
hogs	000		792·9	435·8	381·2	767·7	403·8
Flour production	000,000 bbls.		1·84	1·76	1·97	2·03	1·60
Newsprint (3)	000 tons		463·4	435·3	430·6	245·0	240·7
Cement producers' shipments	000,000 bbls.		1·06	0·78	0·79 (6)	0·19 (6)	0·21
Automobiles and trucks	000			22·1	30·7	12·5	17·0
Gold	000 fine oz.			378·1	382·5	229·6	434·5
Copper	000 tons			22·1	22·8	22·9	26·3
Lead	000 tons			15·6	11·7	17·6	15·8
Nickel	000 tons			11·4	10·3	10·9	8·9
Zinc	000 tons			30·3	27·2	25·4	17·6
Coal	000 tons	1,777	1,740	1,729	1,927	1,524	1,486
Crude petroleum	000,000 bbls.			3,924	2,603	879	503
Electric power	000,000 k.w.h		5,536	5,113	4,674	3,356	2,536
Construction—							
Contracts awarded	$000,000	99·6	98·1	120·5	102·5	12·7	9·4
Dwelling units started	000		3·7	2·2	4·1	†	†
completed	000		7·1	6·5	11·3	†	†
under construction	000		55·7	45·9	59·4	†	†
Distribution—							
Wholesale sales index, unadjusted (4)			341·5	307·2	†	†	†
Retail trade	$000,000		1,120·8	1,005·7	976·4	†	†
Imports, excluding gold	$000,000		345·5	273·0	266·3	127·2	72·1
Exports, excluding gold	$000,000		389·4	379·3	289·9	266·9	101·0
Railways—							
Revenue freight, ton miles	000,000			5,490	5,191	5,192	2,976
cars loaded	000		333·5	314·6	314·2	273·0	199·9
Banking and Finance—							
Common stocks, index (4)		172·3	168·4	177·3	146·3	86·6	92·2
Preferred stocks, index (4)			160·7	159·5	160·2	129·8	110·1
Bond yields, Dominion, index (4)		118·3	118·0	112·0	96·7	96·9	110·5
Cheques cashed, individual accounts	$000,000		12,386	10,134	9,315	5,063	3,057
Bank loans, current public	$000,000		3,188	2,901	2,651	1,182	960
Money supply	$000,000		5,173	4,843	4,851 (5)	3,153 (5)	1,370
Circulating media in hands of public	$000,000		1,377	1,275	1,214	990 (5)	281
Deposits	$000,000		3,796	3,568	3,637 (5)	2,163 (5)	1,089

NOTE—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at Sept. 1, for 1952, June 1 for 1951, Sept. 1 for 1950, June 1, for 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at Dec. 13, 1952, Nov. 3, 1951 and Nov. 4, 1950. Estimates are based on 1951 census. Prior to December 1952 labour force figures were available only on quarterly basis.

(2) Real earnings computed by dividing the Consumer Price Index into the average weekly earnings index base: average 1946 = 100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39 = 100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants.

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
Total, 1950	30,700	24,172	19,040	73,912
Total, 1951	95,818	53,239	45,334	194,391
1951—				
December	9,434	5,787	4,455	19,676
1952—				
January	6,453	3,958	2,720	13,131
February	4,666	3,306	2,997	10,969
March	8,751	5,307	4,585	18,643
April	9,097	5,554	4,846	19,497
May	8,819	5,639	5,390	19,848
June	6,398	5,028	4,543	15,969
July	6,124	5,522	5,041	16,687
August	4,313	3,935	3,037	11,285
September	3,190	3,373	2,704	9,267
October	3,273	4,462	3,205	10,940
November	3,079	4,352	3,369	10,800
December	1,920	3,007	2,535	7,462

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
December	381	6,071	9,697	2,266	1,261	19,676
1952—						
January	353	3,660	6,701	1,334	1,083	13,131
February	259	2,120	6,110	1,523	957	10,969
March	406	4,209	10,338	2,257	1,433	18,643
April	526	4,140	10,584	2,540	1,707	19,497
May	521	4,044	10,537	3,019	1,727	19,848
June	564	2,990	8,202	2,670	1,543	15,969
July	527	3,029	8,746	2,689	1,696	16,687
August	280	2,683	5,298	2,001	1,023	11,285
September	263	1,999	4,415	1,609	981	9,267
October	272	2,614	5,459	1,432	1,163	10,940
November	277	2,274	5,699	1,521	1,029	10,800
December	283	1,556	3,970	965	688	7,462

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-skilled	Skilled Workers	Clerical	Profes-sional	Trading	Female Do-mestics	Others	Total Workers
1951—									
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January	1,164	2,572	2,135	473	501	245	732	112	7,934
February	1,239	1,540	1,552	390	385	192	383	96	5,777
March	2,240	2,928	3,120	657	527	309	606	165	10,552
April	2,318	2,904	3,313	768	612	352	634	228	11,129
May	2,611	2,635	2,789	795	660	409	577	192	10,668
June	1,979	1,602	2,086	707	630	347	566	126	8,043
July	2,131	1,476	1,871	763	656	324	751	161	8,133
August	1,729	761	1,090	459	669	247	798	78	5,831
September	592	748	1,021	480	686	260	470	83	4,340
October	315	870	1,244	617	746	302	764	116	4,974
November	392	942	1,136	546	584	252	773	110	4,735
December	261	608	677	245	398	163	502	59	2,913

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	December 13, 1952			November 22, 1952		
	Males	Females	Total	Males	Females	Total
Civilian Non-Institutional Population	5,001	4,999	10,000	4,995	4,992	9,987
A. Labour Force	4,096	1,180	5,276	4,108	1,182	5,290
1. Persons with jobs	3,981	1,163	5,144	4,013	1,163	5,176
(1) Agricultural	744	33	777	756	39	795
Paid Workers	88	*	95	97	11	108
Employers	62	*	64	72	*	74
Own Account Workers	441	*	445	440	*	445
Unpaid Family Workers	153	20	173	147	21	168
(2) Non-Agricultural	3,237	1,130	4,367	3,257	1,124	4,381
Paid Workers	2,762	1,040	3,802	2,804	1,034	3,838
Employers	221	15	236	219	17	236
Own Account Workers	231	34	265	213	33	246
Unpaid Family Workers	23	41	64	21	40	61
2. Persons without jobs and seeking work	115	17	132	95	19	114
B. Not in Labour Force	905	3,819	4,724	887	3,810	4,697
1. Permanently unable or too old to work	128	70	198	125	73	198
2. Keeping house	—	3,296	3,296	*	3,277	3,278
3. Going to school	352	318	670	356	324	680
4. Retired or voluntarily idle	408	124	532	392	126	518
5. Other	17	11	28	13	10	23

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
x1949—Average	49	214	47	169	147	21	647
*1950—November	65	247	55	194	162	26	749
*1951—January	62	248	47	188	163	26	734
February	63	250	46	189	161	24	733
March	59	256	46	193	174	25	753
April	59	261	53	198	170	27	768
May	66	265	60	203	176	27	797
June	71	271	65	210	178	27	822
July	70	272	68	211	178	30	829
August	72	275	72	213	179	28	839
September	75	280	74	216	182	28	855
October	80	279	73	217	187	29	865
November	82	279	71	221	190	29	872
December	80	285	64	221	187	28	865
*1952—January	78	278	59	213	189	29	846
February	80	283	59	214	194	28	858
March	74	288	62	215	194	29	862
April	63	289	67	219	195	29	862
May	69	290	73	225	199	29	885
June	70	290	79	229	202	30	900
July	71	293	88	231	203	30	916
August	77	303	87	232	199	30	928
September	79	310	89	234	199	31	942
October	82	311	86	236	204	32	951
November	82	316	83	240	208	31	960

x Includes Newfoundland, since 1949.

* Monthly figures for 1950, 1951 and 1952 revised.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,508,005.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
Dec. 1, 1951	186·6	181·0	156·2	192·3	178·6	194·7	177·5	156·5	210·9	195·1
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
April 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	188·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·6	205·4	163·6	186·0	182·1	200·7	183·0	162·4	230·7	206·3
Nov. 1, 1952	192·3	199·8	160·2	177·1	182·8	200·4	182·6	164·2	231·3	205·2
Dec. 1, 1952	192·2	199·5	158·1	180·8	183·0	200·8	183·9	164·8	231·3	201·2
Percentage Distribution of Employees of Reporting Establishments at December 1, 1952	100·0	0·2	3·6	2·5	29·6	42·5	5·2	2·4	4·9	9·1

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43·97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
1951—Average	180·2	381·3	211·6	49.61	190·0	427·6	224·9	51.25
Dec. 1, 1951	186·6	416·7	223·6	52.41	189·1	451·8	238·9	54.44
Jan. 1, 1952	181·0	388·8	215·1	50·42	183·6	417·8	227·4	51.82
Feb. 1, 1952	177·8	402·9	226·9	53.19	185·2	449·9	242·9	55.36
Mar. 1, 1952	178·0	409·0	230·2	53.95	187·3	458·0	244·5	55.73
April 1, 1952	177·9	411·5	231·7	54.32	188·3	467·2	248·1	56.55
May 1, 1952	177·4	410·6	231·8	54.34	188·7	468·4	248·1	56.55
June 1, 1952	182·5	420·2	230·7	54.08	190·9	470·1	246·2	56.10
July 1, 1952	185·5	426·3	230·2	53.96	191·4	470·1	245·5	55.95
Aug. 1, 1952	188·8	433·3	229·9	53.89	194·1	474·6	244·4	55.71
Sept. 1, 1952	190·6	442·7	232·7	54.55	198·5	490·9	247·3	56.36
Oct. 1, 1952	192·6	452·2	235·2	55.12	200·8	503·0	250·5	57·09
Nov. 1, 1952	192·3	455·8	237·4	55.65	199·8	505·7	253·0	57.66
Dec. 1, 1952	192·2	459·2	239·2	56.08	199·4	511·5	256·4	58.43

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	Employment			Payrolls					
	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951
							$	$	$
(a) PROVINCES									
Prince Edward Island	199·5	199·8	181·0	420·5	426·0	351·1	41.95	42.44	38.60
Nova Scotia	158·1	160·2	156·2	348·6	347·7	321·9	47.24	46.49	44.19
New Brunswick	180·8	177·1	192·3	418·9	405·9	426·0	47.13	46.61	44.91
Quebec	183·0	182·8	178·6	460·7	454·7	421·7	53.59	52.92	50.23
Ontario	200·8	200·4	194·7	477·7	474·2	432·2	58·30	58·00	54·39
Manitoba	183·9	182·6	177·5	375·9	372·3	347·8	52.57	52.43	50.38
Saskatchewan	164·8	164·2	156·5	349·5	349·3	315·8	51.37	51.52	48.94
Alberta	231·3	231·3	210·9	521·1	518·7	443·1	57.27	57.02	53.46
British Columbia	201·2	205·2	195·1	485·1	488·7	432·5	62.68	61.93	57.64
CANADA	**192·2**	**192·3**	**186·6**	**459·2**	**455·6**	**416·7**	**56.08**	**55.65**	**52.41**
(b) METROPOLITAN AREA									
Sydney	110·6	112·4	113·1	292·0	291·9	281·0	59.01	58.05	55.56
Halifax	229·7	227·3	216·0	436·7	430·7	383·1	44.54	44.40	41·54
Saint John	172·5	169·9	184·8	351·8	345·5	362·5	43.70	43.56	42.06
Quebec	168·7	167·9	156·0	422·5	412·7	358·2	46.63	45.78	42.78
Sherbrooke	169·5	173·0	174·0	414·6	417·6	390·0	47.54	46·92	43.49
Three Rivers	169·7	174·0	176·7	437·9	445·7	448·4	51.64	51.25	50.76
Drummondville	178·2	178·7	194·0	488·9	470·6	508·6	52.52	50.41	50.19
Montreal	189·6	187·9	179·9	452·1	443·8	399·7	54.47	53.97	50.75
Ottawa—Hull	194·6	194·1	193·1	421·5	417·8	390·9	50.12	49.85	46.85
Peterborough	197·0	197·2	205·2	554·9	550·7	555·4	59.51	58.99	57.17
Oshawa	278·3	280·1	251·4	697·7	784·2	596·7	59.18	66.08	56.17
Niagara Falls	304·8	312·1	270·9	846·7	850·8	674·9	66.97	65.73	60.05
St. Catharines	249·9	251·4	239·7	678·7	679·7	612·2	66.63	66.32	62.69
Toronto	211·3	208·1	198·9	489·1	482·3	431·0	58.49	58.57	54.47
Hamilton	210·2	209·1	202·9	536·0	525·1	479·8	61.68	60.76	57.23
Brantford	207·2	203·6	206·2	568.7	559·3	544·1	57.01	57.07	54.84
Galt	168·1	166·5	150·0	434·2	428·7	358·8	52.99	52.83	49.05
Kitchener	184·8	186·1	171·6	470·9	476·9	401·8	54.04	54.35	49.72
Sudbury	183·2	183·3	183·6	424·2	427·7	389·0	69.55	70.06	63.70
London	203·8	205·7	190·1	461·7	464·6	408·1	53.57	53.40	50.84
Sarnia	347·9	343.7	298·5	853·7	841·9	620·1	67.99	67.87	66.66
Windsor	235·7	228·4	212·3	570·3	513·1	454·4	67.36	62.52	59.67
Sault Ste. Marie	255·2	258·4	225·9	624·8	634·6	529·1	64.95	65.15	62·27
St. William—Pt. Arthur	241·1	239·2	236·1	563·0	549·2	532·5	59.48	58.49	57.37
Winnipeg	184·7	182·0	175·8	377·8	373·6	341·0	49.92	50.08	47.29
Regina	194·6	189·5	173·9	415·1	406·9	354·3	48.49	48.82	46.15
Saskatoon	211·2	208·0	198·1	463·0	445·4	397·9	48.57	47.45	44.57
Edmonton	306·2	303·0	259·4	722·8	709·1	548·8	55.52	55.03	49·75
Calgary	234·9	234·5	218·9	498·4	490·2	434·1	54.66	53.84	51.18
Vancouver	210·8	207·7	203·1	484·5	475·2	429·0	57.62	57.36	52.92
Victoria	229·7	228·0	224·6	536·4	524·7	489·8	55.97	55.15	52.34
(c) INDUSTRIES									
Forestry (chiefly logging)	224·5	216·4	293·4	776·5	711·2	923·3	59.86	56.88	54.47
Mining	124·8	125·9	121·6	299·9	297·3	268·7	69.33	68·14	63·60
Manufacturing	199·4	199·8	189·1	511·5	505·7	451·8	58.43	57.66	54.44
Durable Goods[1]	256·9	254·9	237·5	669·2	654·0	573·8	63.28	62.34	58.68
Non-Durable Goods	162·4	164·3	157·6	398·2	399·2	363·7	53.48	52.99	50.30
Construction	203·9	213·4	194·3	638·5	666·1	542·3	58.86	58.66	52·34
Transportation, storage, communication	186·8	188·2	185·4	377·0	379·7	361·0	57.73	57.70	55.71
Public utility operation	199·0	199·5	190·5	436·8	433·1	385.7	64.65	63.93	59.73
Trade	193·4	185·7	183·6	409·8	396·1	368·6	46.27	46.58	43·91
Finance, insurance and real estate	181·7	181·6	178·4	310·7	311·1	292·4	49.77	49.85	47·65
Service[2]	187·2	189·3	180·7	396·3	398·2	361·5	35.45	35·23	32·84
Industrial composite	192·2	192·3	186·6	459·2	455·8	416·7	56.08	55.65	52·41

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	¢	$	No.	¢	$	No.	¢	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35·28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48·82	42·0	125·8	52.84	41·7	107·2	44.70
Dec. 1, 1951	41·9	124·5	52.17	42·2	134·6	56.80	41·6	113·5	47·22
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44·27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
April 1, 1952	42·1	129·0	54.31	42·3	139·6	59·05	41·8	116·9	48·86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49·00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48·90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48·57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57·29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49·14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·4	132·2	56.05	42·6	143·6	61.17	42·2	119·3	50.34

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1952	Nov. 1, 1952	Dec. 1, 1951	Dec. 1, 1952	Nov. 1, 1952	Dec. 1, 1951
Newfoundland	43·8	42·8	44·9	126·8	123·0	121·2
Nova Scotia	41·9	41·1	42·4	115·2	113·4	106·8
New Brunswick	43·5	43·0	42·8	114·8	113·7	111·4
Quebec	44·2	44·1	43·6	118·2	116·9	112·2
Ontario	41·8	41·5	41·3	140·2	139·2	131·2
Manitoba	41·3	41·1	41·2	125·6	124·8	120·0
Saskatchewan	42·0	41·1	41·9	133·0	132·9	123·3
Alberta	41·4	40·9	41·0	133·3	133·0	124·4
British Columbia	39·1	38·5	38·7	162·5	159·8	153·4
Montreal	42·9	42·7	42·5	124·4	123·0	116·8
Toronto	41·8	41·6	41·0	138·6	138·2	129·7
Hamilton	40·7	40·3	40·4	155·0	153·7	144·7
Windsor	41·7	37·1	40·0	164·1	162·8	146·7
Winnipeg	40·9	40·8	40·6	124·0	123·0	118·6
Vancouver	38·5	38·0	38·1	158·5	156·1	150·7

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951	Dec. 1 1952	Nov. 1 1952	Dec. 1 1951
	no.	no.	no.	¢	¢	¢	$	$	$
Mining	44·1	43·5	44·2	151·7	150·4	139·3	66.90	65.42	61.57
Metal mining	45·5	45·0	44·8	153·0	151·4	141·8	69.62	68.13	63.53
Gold	47·2	46·4	46·5	132·1	130·6	125·8	62.35	60.60	58.50
Other metal	44·5	44·1	43·5	167·0	165·0	154·3	74.32	72.77	67.12
Fuels	41·5	40·5	42·2	155·0	155·3	142·9	64.33	62.90	60.30
Coal	40·6	39·6	41·6	153·1	153·8	138·7	62.16	60.90	57.70
Oil and natural gas	45·0	43·5	44·4	161·6	160·1	158·3	72.72	69.64	70.29
Non-metal	43·6	43·4	46·5	139·3	137·0	121·3	60.73	59.46	56.40
Manufacturing	42·4	42·1	41·9	132·2	131·0	124·5	56.05	55.15	52.17
Food and beverages	42·0	42·1	42·6	112·5	111·3	103·9	47.25	46.86	44.26
Meat products	41·0	41·0	41·5	142·6	143·7	136·1	58.47	58.92	56.48
Canned and preserved fruits and vegetables	37·4	37·7	38·3	94·1	91·7	83·4	35.19	34.57	31.94
Grain mill products	43·8	43·8	45·6	122·4	122·6	115·7	53.61	53.70	52.76
Bread and other bakery products	44·5	44·2	44·3	99·0	99·3	94·9	44.06	43.89	42.04
Distilled and malt liquors	41·8	42·2	41·6	137·8	138·3	123·1	57.60	58.36	51.21
Tobacco and tobacco products	40·7	40·7	41·3	126·6	126·0	116·0	51.53	51.28	47.91
Rubber products	41·2	42·2	40·0	138·7	137·4	133·2	57.14	57.98	53.28
Leather products	41·4	40·8	38·5	94·2	94·6	89·0	39.00	38.60	34.27
Boots and shoes (except rubber)	40·5	39·6	37·5	90·7	90·9	85·3	36.73	36.00	31.99
Textile products (except clothing)	43·7	43·2	41·0	106·4	105·8	100·4	46.50	45.71	41.16
Cotton yarn and broad woven goods	41·9	41·2	37·5	109·6	109·3	100·5	45.92	45.03	37.69
Woollen goods	44·7	44·2	44·0	101·0	99·9	96·6	45.15	44.16	42.50
Synthetic textiles and silk	46·4	45·6	44·3	107·5	106·8	105·0	49.88	48.91	46.52
Clothing (textile and fur)	39·8	39·9	36·8	92·4	92·7	89·1	36.78	36.99	32.78
Men's clothing	39·9	40·1	35·4	91·6	91·5	85·8	36.55	36.69	30.37
Women's clothing	36·1	36·3	34·6	94·0	95·9	91·2	33.93	34.81	31.56
Knit goods	41·7	41·9	39·6	93·7	93·5	90·7	39.07	39.18	35.92
*Wood products	43·2	43·0	42·2	119·4	119·1	113·2	51.58	51.21	47.77
Saw and planing mills	42·4	42·1	41·2	128·9	127·9	122·5	54.65	53.85	50.47
Furniture	44·3	44·5	43·4	106·3	106·5	101·3	47.09	47.39	43.96
Other wood products	44·6	44·1	44·3	102·9	102·7	95·4	45.89	45.29	42.26
Paper products	45·4	44·9	46·7	145·0	142·8	139·1	65.83	64.12	64.96
Pulp and paper mills	46·2	45·5	48·0	154·7	151·8	148·8	71.47	69.07	71.42
Other paper products	42·8	43·0	42·6	114·9	114·5	106·9	49.18	49.24	45.54
Printing, publishing and allied industries	40·3	40·2	40·4	152·5	151·2	137·4	61.46	60.78	55.51
*Iron and steel products	42·5	42·3	42·6	148·8	147·6	139·6	63.24	62.43	59.47
Agricultural implements	39·5	38·0	40·1	160·4	155·9	155·7	63.36	59.24	62.44
Fabricated and structural steel	43·0	43·0	44·3	156·9	157·1	141·0	67.47	67.55	62.46
Hardware and tools	43·3	43·2	43·2	133·6	133·7	127·2	57.85	57.76	54.95
Heating and cooking appliances	45·0	44·2	39·9	130·2	129·0	122·8	58.59	57.02	49.00
Iron castings	42·6	43·3	42·6	147·2	146·8	136·4	62.71	63.56	58.11
Machinery mgf.	43·8	43·4	44·8	140·8	138·6	131·7	61.67	60.15	59.00
Primary iron and steel	41·0	41·2	41·8	163·9	162·9	153·3	67.20	67.11	64.08
Sheet metal products	41·4	41·5	41·0	139·9	138·5	131·4	57.92	57.48	53.87
*Transportation equipment	42·7	41·2	41·2	152·0	151·1	141·0	64.90	62.25	58.09
Aircraft and parts	46·5	46·3	44·5	156·0	157·4	140·8	72.54	72.88	62.66
Motor vehicles	40·3	37·6	38·3	168·0	166·9	149·6	67.70	62.75	57.30
Motor vehicle parts and accessories	41·5	40·9	41·3	156·2	155·2	145·5	64.82	63.48	60.09
Railroad and rolling stock equipment	41·0	39·5	40·1	143·4	141·5	140·2	58.79	55.89	56.22
Shipbuilding and repairing	44·7	42·4	43·9	143·5	141·5	131·5	64.14	60.00	57.73
*Non-ferrous metal products	41·7	42·0	41·7	149·6	150·0	138·5	62.38	63.00	57.75
Aluminum products	42·9	42·6	42·8	139·7	139·1	129·2	59.93	59.26	55.30
Brass and copper products	42·8	42·9	42·8	138·6	138·0	127·6	59.32	59.20	54.61
Smelting and refining	40·8	41·3	41·1	164·0	165·2	153·5	66.91	68.23	63.09
*Electrical apparatus and supplies	42·1	41·9	42·5	141·0	141·5	135·6	59.36	59.29	57.63
Heavy electrical machinery and equipment	41·7	41·4	41·4	167·0	166·5	154·6	69.64	68.93	64.00
*Non-metallic mineral products	44·9	44·6	45·0	130·8	130·3	124·7	58.73	58.11	56.12
Clay products	44·7	45·2	45·3	121·7	121·0	116·6	54.40	54.69	52.82
Glass and glass products	46·7	45·9	45·5	126·8	127·2	121·3	59.22	58.38	55.19
Products of petroleum and coal	41·2	41·4	41·2	178·4	178·6	161·4	73.50	73.94	66.50
Chemical products	42·1	42·1	42·7	134·5	133·9	124·9	56.62	56.37	53.33
Medicinal and pharmaceutical preparations	41·8	41·8	41·6	109·1	107·7	100·4	45.60	45.02	41.77
Acids, alkalis and salts	42·1	41·9	43·7	153·9	153·2	142·3	64.79	64.19	62.19
Miscellaneous manufacturing industries	42·4	42·0	42·1	106·1	104·7	100·8	44.99	43.97	42.44
*Durable goods	42·6	42·1	42·2	143·6	142·6	134·6	61.17	60.03	56.80
Non-durable goods	42·2	42·1	41·6	119·3	118·4	113·5	50.34	49.85	47.22
Construction	42·6	43·2	41·5	137·1	135·2	125·3	58.40	58.41	52.00
Buildings and structures	41·8	42·0	41·3	150·2	148·2	135·7	62.78	62.24	56.04
Highways, bridges and streets	42·4	44·1	41·3	105·2	105·5	98·9	44.60	46.53	40.85
Electric and motor transportation	45·7	45·5	45·2	131·4	131·7	121·2	60.05	59.92	54.78
Service	42·4	42·4	42·6	76·5	75·8	71·3	32.44	32.14	30.37
Hotels and restaurants	43·2	43·1	43·6	76·2	75·1	70·7	32.92	32.37	30.83
Laundries and dry cleaning plants	41·3	41·6	41·1	73·6	73·7	69·3	30.40	30.66	28.48

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Week Preceding:						
December 1, 1951	41·9	124·5	52.17	125·1	118·1	105·9
January 1, 1952	41·7*	127·1	53.01*	127·1	118·2	107·5
February 1, 1952	41·6	127·1	52.87	126·8	117·6	107·8
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952 (1)	42·4	132·2	56.05	134·4	115·8	116·1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38·1 hours, $48.43.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:—						
February 1, 1947	39,908	32,793	72,701	155,965	37,140	193,105
February 1, 1948	18,171	16,007	34,178	142,783	43,951	186,734
February 1, 1949	10,026	12,990	23,016	204,897	51,909	256,806
February 1, 1950	8,315	10,076	18,391	301,039	74,557	375,596
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953(1)	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953(1)	12,235	13,264	25,499	317,723	73,213	390,936

* Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES* BY INDUSTRY AND BY SEX AS AT DECEMBER 31, 1952

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From Nov. 29, 52	Change From Dec. 27, 51
Agriculture, fishing, trapping	**207**	**129**	**336**	**— 182**	**— 148**
Logging	**2,206**	**8**	**2,214**	**+ 412**	**— 7,914**
Pulpwood	1,959	3	1,962	+ 344	— 6,992
Lumber	235	5	240	+ 67	— 849
Other logging	12	.....	12	+ 1	— 73
Mining	**369**	**21**	**390**	**— 25**	**— 359**
Coal	93	1	94	— 42	— 332
Metallic ores—					
Iron	90	2	92	+ 15	+ 35
Gold	35	2	37	— 6	— 12
Nickel	.....	.....	.....	— 7	— 29
Other metallic ores and non-metallic minerals	87	5	92	+ 16	— 3
Prospecting and oil producing	64	11	75	— 1	— 18
Manufacturing	**3,876**	**2,955**	**6,831**	**— 815**	**+ 1,909**
Food and kindred products (inc. tobacco)	206	176	382	— 398	+ 63
Textiles, apparel, etc.	327	1,860	2,187	— 201	+ 1,208
Lumber and finished lumber products	227	71	298	— 48	— 174
Pulp and paper products (inc. printing)	318	135	453	+ 56	+ 179
Chemicals and allied products	118	66	184	— 49	— 20
Petroleum and coal products	23	9	32	+ 8	— 2
Rubber products	26	14	40	— 11	— 5
Leather and leather products	115	227	342	— 58	+ 234
Stone, clay and glass products	75	16	91	— 28	+ 23
Iron and steel products	401	37	438	— 83	— 362
Non-ferrous metals and products	90	29	119	— 68	— 44
Machinery	365	45	410	— 86	— 197
Electrical equipment and products	225	105	330	— 108	+ 166
Transportation equipment and other manufacturing	1,360	165	1,525	+ 259	+ 840
Construction	**813**	**46**	**859**	**— 799**	**— 1,166**
Transportation and storage	**397**	**95**	**492**	**— 292**	**— 902**
Communications, and other public utilities	**210**	**227**	**437**	**— 316**	**+ 48**
Trade	**1,368**	**1,330**	**2,698**	**— 3,051**	**+ 467**
Wholesale	458	331	789	— 282	+ 118
Retail	910	999	1,909	— 2,769	+ 349
Finance, insurance, real estate	**648**	**710**	**1,358**	**0**	**+ 220**
Service	**2,093**	**6,591**	**8,684**	**— 6,022**	**+ 2,173**
Public	896	424	1,320	— 5,491	— 102
Domestic	54	2,490	2,544	— 581	+ 426
Personal	642	3,338	3,980	+ 254	+ 1,621
Other service	501	339	840	— 204	+ 228
Grand Total	**12,187**	**12,112**	**24,299**	**— 11,090**	**— 5,672**

P Preliminary—subject to revision.
*Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT DECEMBER 31, 1952 [1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies(*)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,225	674	1,899	3,499	1,006	4,505
Clerical workers	1,179	2,916	4,095	7,312	11,996	19,308
Sales workers	1,140	647	1,787	3,542	5,433	8,975
Personal and domestic service workers	409	5,123	5,532	18,497	10,389	28,886
Seamen	40	.....	40	4,931	75	5,006
Agriculture and fishing	182	3	185	2,143	1,112	3,255
Skilled and semiskilled workers	6,418	2,127	8,545	105,746	16,230	121,976
Food and kindred products (inc. tobacco)	44	31	75	1,503	991	2,494
Textiles, clothing, etc.	198	1,647	1,845	3,666	9,935	13,601
Lumber and wood products	1,890	11	1,901	13,559	136	13,695
Pulp, paper (inc. printing)	51	7	58	884	450	1,334
Leather and leather products	63	155	218	1,058	632	1,690
Stone, clay and glass products	11	.....	11	484	81	565
Metalworking	1,377	4	1,381	8,027	473	8,500
Electrical	247	21	268	972	302	1,274
Transportation equipment	85	.....	85	560	74	634
Mining	153	.....	153	1,365	1	1,366
Construction	540	.....	540	35,815	6	35,821
Transportation (except seamen)	518	12	530	15,652	46	15,698
Communications and public utility	54	.....	54	528	14	542
Trade and service	100	142	242	2,023	1,112	3,135
Other skilled and semiskilled	939	61	1,000	13,502	1,535	15,037
Foremen	36	8	44	2,967	225	3,192
Apprentices	112	28	140	3,181	217	3,398
Unskilled workers	1,458	653	2,111	108,990	14,660	123,650
Food and tobacco	39	77	116	3,326	4,226	7,552
Lumber and lumber products	225	9	234	7,470	276	7,746
Metalworking	56	34	90	4,727	382	5,109
Construction	140	.....	140	23,844	.....	23,844
Other unskilled workers	998	533	1,531	69,623	9,776	79,399
Total	**12,051**	**12,143**	**24,194**	**254,660**	**60,901**	**315,561**

[1] Preliminary—subject to revision.
(*) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER 1952; LIVE APPLICATIONS AT JANUARY 29, 1953

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Jan. 29, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**838**	**295**	**790**	.....	**3,380**	**5,376**	**311**	**200**	**35**	**2**	**7,470**	**12,301**
Corner Brook	751	19	737	.....	407	540	43	14	.....	.....	790	1,497
Grand Falls	14	37	13	.....	401	204	22	21	.....	1	453	794
St. John's	73	239	40	.....	2,572	4,632	246	165	35	1	6,227	10,010
Prince Edward Island	**164**	**795**	**126**	.....	**1,169**	**2,039**	**835**	**261**	**503**	**4**	**2,099**	**3,031**
Charlottetown	144	350	105	.....	758	1,041	357	195	143	4	1,313	1,910
Summerside	20	445	21	.....	411	998	478	66	360	.....	786	1,121
Nova Scotia	**2,123**	**3,002**	**952**	**11**	**10,801**	**11,509**	**3,632**	**2,454**	**781**	**19**	**14,926**	**19,130**
Amherst	.....	290	.....	.....	450	634	311	233	57	1	723	819
Bridgewater	34	38	24	.....	441	730	44	19	12	.....	972	1,081
Halifax	1,703	1,349	734	5	3,123	3,421	1,748	1,085	480	2	3,243	4,267
Inverness	.....	10	1	.....	251	230	9	9	.....	.....	447	706
Kentville	86	66	51	.....	729	1,075	126	60	21	4	1,562	2,094
Liverpool	26	18	19	.....	244	194	18	10	3	.....	349	430
New Glasgow	117	303	53	4	1,024	1,604	385	286	37	5	1,797	2,449
Springhill	2	59	3	.....	429	317	60	51	2	2	507	493
Sydney	82	722	36	.....	2,354	2,013	744	567	160	.....	2,980	3,725
Truro	64	73	26	2	632	581	112	66	6	2	796	859
Yarmouth—Shelburne	9	74	5	.....	1,124	710	75	68	3	3	1,550	2,207
New Brunswick	**925**	**2,586**	**767**	**28**	**11,346**	**12,069**	**2,724**	**1,906**	**394**	**15**	**17,309**	**21,433**
Bathurst	26	31	17	.....	1,081	1,274	35	33	.....	2	2,055	3,142
Campbellton	57	70	38	1	685	956	75	49	14	1	1,355	1,982
Edmundston	32	154	18	.....	535	798	162	119	11	7	990	1,420
Fredericton	87	173	60	3	656	1,211	193	102	39	.....	1,251	1,093
Minto	29	94	25	.....	351	327	132	89	2	.....	444	476
Moncton	350	707	260	24	2,739	3,522	688	427	159	.....	4,773	5,776
Newcastle	3	75	.....	.....	849	860	95	64	2	.....	1,441	1,839
Saint John	317	1,115	325	.....	2,713	1,890	1,186	906	151	4	2,688	2,668
St. Stephen	11	56	4	.....	1,122	660	60	41	12	.....	1,450	2,030
Sussex	7	80	5	.....	305	182	70	62	1	1	327	322
Woodstock	6	31	15	.....	310	389	28	14	3	.....	535	685
Quebec	**8,755**	**18,739**	**7,535**	**339**	**64,076**	**82,857**	**18,544**	**11,033**	**2,811**	**256**	**108,201**	**125,488**
Asbestos	66	60	50	1	277	312	67	54	.....	.....	409	541
Beauharnois	52	59	15	3	444	536	60	47	.....	.....	703	782
Buckingham	18	70	48	.....	576	474	43	33	4	.....	876	1,000
Causapscal	39	64	9	.....	360	559	68	63	.....	1	787	1,354

Chandler	2	7	.....	.....	428	909	15	7	.....	18	1,282	1,854
Chicoutimi	206	286	180	16	672	1,217	222	165	9	.....	1,036	1,225
Dolbeau	2	41	3	.....	344	510	38	25	1	2	684	913
Drummondville	20	174	39	2	1,406	1,146	177	110	11	12	2,022	2,471
Farnham	36	32	7	.....	410	314	39	16	13	.....	562	713
Gaspe	66	38	.....	42	308	629	42	36	.....	.....	833	1,214
Granby	121	142	77	10	688	1,418	195	127	28	1	1,727	1,423
Hull	142	209	99	2	1,355	1,515	226	138	18	13	2,139	3,009
Joliette	103	283	125	4	1,167	1,131	267	149	7	10	2,046	2,385
Jonquiere	55	281	53	1	1,015	1,457	364	201	15	34	1,692	1,764
Lachute	14	47	7	.....	483	389	52	37	3	2	682	770
La Malbaie	9	40	7	.....	500	1,057	48	26	1	.....	1,436	2,090
La Tuque	331	416	333	152	362	653	164	97	4	4	659	614
Levis	170	222	115	4	1,183	1,461	192	119	29	1	2,230	2,723
Maniwaki	2	38	2	.....	141	252	40	8	.....	.....	287	336
Matane	4	104	22	.....	303	722	113	53	.....	1	876	1,575
Megantic	18	328	24	.....	568	681	290	190	90	.....	767	836
Mont-Laurier	6	29	10	1	239	281	42	4	1	3	384	444
Montmagny	8	27	1	.....	487	1,084	41	18	.....	.....	1,355	1,089
Montreal	4,883	9,449	3,989	.....	22,648	29,637	9,214	5,486	1,769	37	35,131	38,910
New Richmond	1	255	201	.....	305	764	66	46	.....	15	928	1,318
Port Alfred	3	33	5	.....	522	674	42	22	.....	1	993	1,058
Quebec	555	1,084	406	2	7,100	8,147	1,568	728	93	11	11,280	12,610
Rimouski	151	240	87	3	848	1,298	332	294	1	.....	1,801	2,704
Riviere du Loup	7	180	19	.....	1,023	1,440	157	66	74	3	2,179	3,047
Roberval	29	87	53	3	187	297	59	25	5	4	409	573
Rouyn	73	207	74	.....	842	1,023	188	105	45	1	1,256	1,595
Ste. Agathe	13	179	44	31	353	452	155	107	6	.....	592	750
Ste. Anne de Bellevue	20	31	14	1	339	478	29	27	.....	.....	647	965
Ste. Therese	45	184	95	10	489	743	150	91	3	2	942	1,135
St. Georges Est	398	390	207	.....	900	1,287	509	423	3	.....	1,456	1,678
St. Hyacinthe	139	259	87	2	1,057	2,009	335	236	44	8	2,577	1,840
St. Jean	86	250	77	3	683	902	274	181	10	.....	1,077	1,296
St. Jerome	26	162	22	4	667	1,782	141	97	7	7	2,061	1,279
St. Joseph d'Alma	34	80	21	1	866	1,068	72	64	3	1	1,611	2,207
Sept Iles	24	173	43	27	132	475	118	115	3	.....	401	807
Shawinigan Falls	40	359	39	.....	1,945	1,626	363	115	202	10	2,728	3,293
Sherbrooke	228	796	106	12	2,353	2,598	839	453	202	4	3,196	3,934
Sorel	128	528	381	.....	749	1,254	176	84	47	.....	1,655	1,768
Thetford Mines	81	138	77	.....	721	733	123	80	3	1	1,030	1,193
Three Rivers	104	241	76	.....	3,113	2,947	421	172	35	23	5,097	5,919
Val d'Or	80	114	63	2	810	722	96	73	3	21	1,160	1,384
Valleyfield	52	170	39	.....	978	871	175	128	4	4	1,321	1,616
Victoriaville	65	153	84	.....	730	923	137	92	15	1	1,199	1,484
Ontario	**11,208**	**37,062**	**8,147**	**802**	**63,871**	**86,355**	**38,722**	**25,325**	**5,221**	**1,010**	**84,880**	**101,380**
Arnprior	19	47	17	.....	117	229	67	43	4	.....	273	333
Barrie	72	219	63	3	406	599	192	143	3	.....	657	909
Belleville	51	161	55	.....	496	655	169	86	31	.....	764	1,108
Bracebridge	3	85	11	.....	339	383	89	70	4	.....	574	680
Brampton	31	123	42	9	178	220	113	88	3	.....	220	286
Brantford	76	446	64	1	1,784	1,399	513	355	36	7	1,940	2,343
Brockville	16	171	14	1	214	356	185	95	71	9	256	332
Carleton Place	6	22	2	5	164	170	24	18	.....	.....	289	390
Chatham	169	170	53	2	880	1,125	312	200	29	3	1,286	1,625
Cobourg	7	205	3	6	263	310	257	185	14	1	350	485

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER 1952; LIVE APPLICATIONS AT JANUARY 29, 1953

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Jan. 29, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded												
Collingwood	7	123	8	.....	617	503	127	98	17	1	928	1,012
Cornwall	76	434	127	.....	1,178	2,058	502	275	97	10	2,540	2,513
Fort Erie	7	115	37	1	389	185	100	74	.....	.....	445	445
Fort Frances	35	63	38	.....	254	177	39	31	1	.....	272	384
Fort William	63	494	61	25	1,037	1,499	642	361	59	129	1,553	1,846
Galt	184	226	91	6	287	486	211	192	4	2	389	539
Gananoque	2	78	23	.....	181	153	86	25	30	.....	198	272
Goderich	37	53	46	8	141	249	35	16	9	.....	310	455
Guelph	111	276	69	.....	412	622	294	111	114	1	459	684
Hamilton	397	2,310	296	1	4,891	7,243	2,816	805	1,322	.....	7,164	8,057
Hawkesbury	44	26	19	2	516	487	47	18	4	1	836	1,068
Ingersoll	90	62	14	.....	180	319	109	80	7	.....	327	376
Kapuskasing	47	129	44	.....	550	326	140	103	3	14	530	360
Kenora	13	90	9	.....	426	198	95	85	1	.....	413	468
Kingston	109	605	172	.....	673	1,011	660	419	54	.....	764	1,044
Kirkland Lake	31	144	22	.....	489	536	168	47	65	.....	680	900
Kitchener—Waterloo	165	588	139	.....	627	3,636	735	479	62	.....	3,047	1,213
Leamington	19	65	13	.....	529	555	63	32	23	2	567	691
Lindsay	35	73	22	.....	303	282	76	48	11	.....	346	486
Listowel	25	25	19	.....	166	173	51	16	3	1	244	317
London	1,243	997	445	1	2,214	4,410	1,706	1,091	269	9	3,612	2,898
Midland	11	147	26	.....	625	796	156	108	22	2	1,200	1,375
Napanee	10	19	2	.....	235	269	24	18	.....	1	423	611
New Toronto	123	575	96	29	710	1,613	851	411	7	298	923	1,321
Niagara Falls	43	502	46	.....	943	976	542	387	60	3	887	1,196
North Bay	29	405	29	2	719	1,187	445	191	180	16	1,122	1,223
Orillia	14	124	15	.....	407	622	138	82	33	.....	682	755
Oshawa	93	761	267	3	1,713	1,655	731	406	103	.....	2,090	2,544
Ottawa	832	2,274	858	.....	2,155	3,502	2,173	1,414	271	2	2,733	3,665
Owen Sound	103	152	43	3	603	1,293	305	119	42	1	1,402	1,571
Parry Sound	.....	27	.....	.....	188	273	25	22	.....	3	369	417
Pembroke	70	376	78	.....	545	839	387	120	185	2	673	835
Perth	29	58	23	.....	233	244	67	47	7	2	345	456
Peterborough	54	180	41	.....	1,314	1,101	221	140	.....	1	1,597	2,031
Picton	4	57	6	.....	208	295	82	50	4	.....	403	477
Port Arthur	61	1,496	290	34	1,745	2,561	1,274	1,135	41	33	2,285	2,586
Port Colborne	22	69	37	.....	307	379	43	13	22	.....	540	665
Prescott	26	249	52	28	275	460	198	171	13	.....	294	389
Renfrew	9	90	5	.....	218	309	85	63	22	.....	340	376
St. Catharines	117	449	81	1	1,565	1,445	595	316	63	2	1,875	2,403

St. Thomas	44	259	52	4	462	568	304	153	60	1	603	630
Sarnia	41	197	48	.....	787	936	236	138	25	.....	1,209	1,531
Sault Ste. Marie	87	278	84	8	598	882	364	170	46	.....	870	1,202
Simcoe	159	65	16	4	425	514	115	119	3	.....	580	756
Sioux Lookout	5	97	1	.....	134	122	83	65	15	.....	129	137
Smiths Falls	17	61	10	.....	220	241	61	55	1	.....	343	410
Stratford	44	243	83	.....	381	611	332	138	26	1	685	739
Sturgeon Falls	51	56	38	.....	663	499	61	43	10	.....	913	789
Sudbury	87	446	85	2	1,348	1,692	565	263	74	13	2,014	3,000
Timmins	58	358	30	.....	960	824	480	248	77	5	1,121	1,266
Toronto	4,900	15,678	3,076	513	15,983	20,600	13,655	10,898	1,163	188	16,251	21,620
Trenton	84	124	69	1	624	702	181	106	18	.....	716	882
Walkerton	17	65	12	.....	209	331	86	63	.....	4	354	470
Wallaceburg	11	140	7	.....	352	607	157	81	58	.....	601	665
Welland	41	265	31	22	836	1,409	361	212	23	9	1,219	1,462
Weston	343	271	312	75	407	521	431	180	.....	223	430	622
Windsor	327	1,682	127	.....	3,605	4,512	2,119	1,387	181	9	4,096	5,438
Woodstock	52	142	33	2	268	411	166	104	16	1	330	346
Manitoba	**3,919**	**4,492**	**1,855**	**16**	**11,989**	**16,674**	**5,762**	**3,254**	**1,644**	**20**	**17,245**	**19,390**
Brandon	339	302	199	.....	631	1,153	291	191	27	2	1,133	1,490
Dauphin	14	73	5	1	389	583	79	52	9	.....	674	872
Flin Flon	80	67	45	.....	203	210	104	45	33	1	128	181
Portage la Prairie	52	131	24	6	460	587	124	78	33	.....	656	937
The Pas	24	22	11	8	77	77	18	8	4	.....	95	121
Winnipeg	3,410	3,897	1,571	1	10,229	14,064	5,146	2,880	1,538	17	14,559	15,789
Saskatchewan	**1,399**	**2,980**	**1,172**	**11**	**4,664**	**9,325**	**3,064**	**1,783**	**728**	**21**	**8,755**	**11,674**
Estevan	22	73	16	.....	132	200	97	68	3	1	220	253
Moose Jaw	112	345	95	3	530	1,224	357	242	39	3	977	1,326
North Battleford	73	92	68	.....	268	446	92	53	30	.....	590	794
Prince Albert	59	173	30	.....	762	878	220	133	34	.....	1,114	1,350
Regina	383	1,175	271	1	948	2,697	1,208	690	324	14	2,068	2,721
Saskatoon	186	832	161	1	1,311	2,352	832	423	274	2	2,081	2,789
Swift Current	101	114	69	4	169	424	111	79	5	.....	470	723
Teachers' Office (Prov. of Saskatchewan)	365	29	392	.....	6	7	5	1	.....	.....	6	1
Weyburn	44	43	36	2	103	239	41	34	.....	1	229	313
Yorkton	54	104	34	.....	435	858	101	60	19	.....	1,000	1,404
Alberta	**2,248**	**6,968**	**1,933**	**188**	**8,420**	**14,814**	**7,231**	**4,352**	**1,078**	**197**	**11,750**	**17,003**
Blairmore	73	61	67	.....	166	217	51	51	.....	.....	291	429
Calgary	556	2,449	601	2	2,954	5,021	2,640	1,428	497	24	3,552	5,147
Drumheller	22	79	13	14	141	161	73	68	.....	.....	194	282
Edmonton	1,014	3,518	849	3	3,574	6,766	3,606	2,236	543	151	5,009	7,417
Edson	123	382	107	142	143	419	332	235	.....	.....	150	157
Lethbridge	219	259	178	9	846	1,452	276	182	21	22	1,675	2,366
Medicine Hat	134	80	30	3	402	394	149	88	13	.....	519	678
Red Deer	57	111	42	5	168	355	100	60	4	.....	322	457
Yellowknife	50	29	46	10	26	29	4	4	.....	.....	38	70

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER 1952; LIVE APPLICATIONS AT JANUARY 29, 1953

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C.757 [2] Live Applications at Jan. 29, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**4,083**	**7,085**	**1,252**	**64**	**34,329**	**43,345**	**10,495**	**7,333**	**1,103**	**37**	**50,763**	**60,106**
Chilliwack	26	141	16	1	1,016	1,663	185	111	26	.....	1,865	2,225
Courtenay	46	118	32	1	397	1,350	118	80	37	2	1,414	1,712
Cranbrook	22	34	12	2	213	452	55	28	2	.....	549	759
Dawson Creek	14	109	5	.....	68	250	117	110	.....	.....	156	236
Duncan	30	136	15	.....	269	1,137	160	105	22	5	957	1,355
Kamloops	56	170	23	.....	293	544	174	178	.....	.....	543	896
Kelowna	9	50	3	.....	766	811	46	34	4	.....	1,262	1,439
Mission City	.....	7	4	.....	.....	1,202	8	3	.....	.....	1,151	1,675
Nanaimo	26	189	9	.....	715	1,430	240	142	50	1	1,711	2,394
Nelson	32	93	23	.....	695	950	100	59	12	1	1,429	1,735
New Westminster	55	725	29	5	4,242	4,945	839	631	96	5	5,938	6,917
Penticton	5	63	.....	.....	491	1,059	70	23	40	.....	1,348	1,520
Port Alberni	12	49	1	2	283	560	57	33	10	.....	635	612
Prince George	88	475	92	2	764	1,270	503	443	11	2	888	941
Prince Rupert	20	161	14	6	835	753	174	148	.....	.....	1,132	1,349
Princeton	.....	31	.....	.....	133	207	35	21	10	.....	280	387
Trail	41	130	24	1	403	661	139	76	36	.....	731	940
Vancouver	3,248	3,152	699	11	19,905	20,277	6,155	4,157	623	21	24,487	27,618
Vernon	29	96	16	1	526	978	95	86	.....	.....	1,225	1,687
Victoria	284	1,023	211	4	2,157	2,609	1,123	767	124	.....	2,851	3,397
Whitehorse	40	133	24	28	158	237	102	98	.....	.....	211	312
Canada	**35,662**	**84,004**	**24,529**	**1,459**	**214,045**	**284,363**	**91,320**	**57,901**	**14,298**	**1,581**	**323,398**	**390,936**
Males	**20,044**	**49,503**	**12,300**	**999**	**157,520**	**223,445**	**56,323**	**39,025**	**7,218**	**1,139**	**260,822**	**317,723**
Females	**15,618**	**34,501**	**12,229**	**460**	**56,525**	**60,918**	**34,997**	**18,876**	**7,080**	**442**	**62,576**	**73,213**

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

(1942—1952)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (52 wks.)	1,781,689	664,485	2,446,174	677,777	302,730	980,507

TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 3, 1952 TO DECEMBER 31, 1952

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture					**321**	**174**	**2**	**19**	**82**	**54**	**6**	**261**	**50**	**61**	**1**	**182**	**411**	**272**	**19**	**292**	**2,028**	**1,350**	**150**	**351**
Fishing, Trapping and Hunting									**1**	**1**			**14**	**13**			**3**	**3**		**143**	**21**	**9**	**5**	
Logging	**607**	**25**							**213**	**153**	**9**	**2**	**457**	**370**	**2**	**38**	**9,192**	**5,265**	**2**	**1,217**	**3,617**	**2,957**	**11**	**247**
Pulpwood	606	24							2	2			265	227		38	8,712	4,944	1	1,215	2,177	1,760	1	145
Lumber									203	145	9		174	122	2		450	307		2	1,408	1,181	7	99
Other Logging	1	1							8	6		2	18	21			30	14	1		32	16	3	3
Mining	**101**	**78**							**179**	**180**		**2**	**103**	**89**			**506**	**393**	**7**	**19**	**328**	**239**	**18**	**44**
Coal									177	178		2	101	87										
Iron	99	78															2	1			49	16		19
Gold																	46	27		2	186	148	1	23
Nickel																					12	14		
Other Metallic Ores and Non-Metallic Minerals	2												2	2			251	185	7	5	68	58	8	2
Prospecting and Oil Producing									2	2							207	180		12	13	3	9	
Manufacturing	**45**	**29**	**15**		**124**	**36**	**71**		**2,213**	**1,865**	**84**	**24**	**705**	**564**	**81**	**3**	**20,256**	**13,734**	**255**	**103**	**28,578**	**19,703**	**2,156**	**583**
Food and Kindred Pdts.	22	9	12		53	18	24		254	149	25		92	98	8		1,806	1,269	44	5	3,901	2,832	331	38
Textiles and Apparel	1	1			9	11			80	65	6		71	63	2		7,516	4,989	36	34	3,364	2,273	180	72
Lumber and Finished Lumber Pdts.					1	1			102	59	28	1	180	141	6		1,478	1,172	57	3	1,591	1,193	157	13
Pulp, Paper Pdts. and Printing	22	19	3		1	2			42	29	3		160	107	46		1,139	766	25	16	2,097	1,297	270	5
Chemicals and Allied Pdts.					50		46		7	3	4		14	3	11		716	430	4	6	1,426	782	402	23
Petroleum and Coal Pdts													17	14	2		38	24		1	95	62	7	
Rubber Pdts.																	252	206	12		422	267	27	4
Leather and Leather Pdts.									5	4	1		5	4			1,334	917	6		709	506	5	
Stone, Clay and Glass Pdts.									6	1			18	13			315	238	14		815	611	80	8
Iron and Steel and Pdts.									386	353	1	2	62	56			815	502	12	9	2,887	2,061	249	47
Non-Ferrous Metals and Pdts.													3	2			842	617	5	4	1,262	918	58	2
Machinery					9	4	1		194	168			14	10	2		993	649	38	4	2,158	1,428	88	37
Electrical Equipment and Pdts.									5	1							423	260		1	2,203	1,431	94	75
Transportation Equipment and Other Manufacturing					1				1,132	1,033	16	21	69	53	4	3	2,589	1,695	2	20	5,648	4,042	208	259

Construction	**325**	**236**	**1**	**34**	**89**	**62**	**17**	**4**	**1,443**	**1,054**	**289**	**55**	**1,632**	**1,319**	**54**	**85**	**10,435**	**7,920**	**475**	**771**	**14,992**	**11,819**	**1,091**	**715**
Buildings and Structures	235	202	1	30	71	43	16	4	1,036	807	221	47	1,202	974	21	64	6,408	4,929	361	550	8,502	6,703	580	471
Highways, Bridges and Streets	42	6	.....	4	.....	.....	.....	.....	51	33	2	1	104	64	14	2	144	114	1	4	761	684	14	18
Railway and Maintenance	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	13	11	4	15	521	252	8	126	163	154	4	51
Other General Construction	.....	.....	.....	.....	9	9	.....	.....	129	83	5	.....	175	160	2	.....	475	383	2	32	701	574	21	79
Special Trade Contractors	48	28	.....	.....	9	10	1	.....	225	131	61	7	138	110	13	4	2,887	2,242	103	59	4,865	3,704	472	96
Public Utilities Operation	**56**	**18**	**27**	**4**	**589**	**136**	**441**	.....	**579**	**220**	**247**	**6**	**917**	**679**	**53**	**10**	**4,038**	**2,055**	**1,026**	**14**	**5,813**	**3,595**	**1,278**	**23**
Transportation and Storage	48	18	27	4	580	130	441	.....	513	172	238	6	851	637	48	10	2,981	1,439	1,002	7	4,945	3,117	1,238	15
Communications and Other Public Utilities	8	.....	.....	.....	9	6	.....	.....	66	48	9	.....	66	42	5	.....	1,047	616	24	7	868	478	40	8
Trade	**113**	**79**	**9**	.....	**419**	**179**	**192**	.....	**2,262**	**1,365**	**266**	.....	**1,708**	**1,254**	**180**	**1**	**9,077**	**5,533**	**713**	**28**	**16,560**	**8,837**	**2,582**	**43**
Wholesale	48	33	7	.....	89	56	23	.....	412	205	136	.....	373	235	97	.....	2,547	1,688	172	3	4,154	1,982	1,262	24
Retail	65	46	2	.....	330	123	169	.....	1,850	1,160	130	.....	1,335	1,019	83	1	6,530	3,845	541	25	12,406	6,855	1,320	19
Finance, Insurance and Real Estate	**7**	**6**	.....	.....	**22**	**9**	**2**	.....	**121**	**69**	**11**	.....	**99**	**62**	**8**	.....	**946**	**542**	**13**	.....	**1,650**	**926**	**62**	**31**
Service	**375**	**285**	**15**	.....	**751**	**286**	**369**	**4**	**3,237**	**1,637**	**1,183**	**17**	**2,650**	**1,160**	**920**	**1**	**20,738**	**10,611**	**4,962**	**108**	**39,179**	**21,766**	**9,091**	**663**
Public	283	224	.....	.....	96	76	12	3	1,013	854	119	14	769	546	115	1	2,550	1,781	423	9	15,750	11,861	1,552	593
Domestic	19	14	6	.....	265	73	150	1	1,211	184	844	1	1,196	176	737	.....	8,652	2,523	4,018	5	11,434	3,174	6,179	6
Personal	42	30	5	.....	128	69	28	.....	870	520	181	2	565	365	56	.....	7,044	4,666	383	84	9,378	5,337	833	42
Other Service	31	17	4	.....	262	68	179	.....	143	79	39	.....	120	73	12	.....	2,492	1,641	138	10	2,617	1,394	527	22
Totals	**1,629**	**756**	**67**	**38**	**2,315**	**882**	**1,091**	**27**	**10,330**	**6,598**	**2,095**	**367**	**8,335**	**5,571**	**1,299**	**320**	**75,592**	**46,328**	**7,472**	**2,695**	**112,766**	**71,201**	**16,444**	**2,700**
Men	1,465	651	66	34	1,622	561	850	24	6,779	4,805	1,261	358	5,559	4,059	717	305	49,871	32,910	3,032	2,596	70,994	48,163	10,407	1,894
Women	164	105	1	4	693	321	244	3	3,551	1,793	834	9	2,776	1,512	582	15	25,721	13,418	4,440	99	41,772	23,038	6,037	806

(1) Includes Current and Deferred Vacancies.

TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 3, 1952 TO DECEMBER 31, 1952

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	**459**	**257**	**19**	**11**	**1,215**	**849**	**15**	**95**	**1,637**	**1,300**	**17**	**62**	**714**	**335**	**350**	**11**	**6,917**	**4,652**	**579**	**1,284**
Fishing, Trapping and Hunting	**13**	8	.....	**1**	**1**	**1**	.....	.....	**5**	**5**	.....	.....	**10**	**3**	**1**	.....	**68**	**43**	**6**	**144**
Logging	**284**	**233**	.....	.....	**38**	**30**	.....	.....	**1,003**	**658**	**4**	**209**	**915**	**809**	**10**	**48**	**16,326**	**10,500**	**38**	**1,761**
Pulpwood	219	196	.....	.....	30	24	.....	.....	.....	.....	.....	.....	46	40	.....	.....	12,057	7,217	2	1,398
Lumber	60	36	.....	.....	4	2	.....	.....	873	611	.....	160	753	672	7	48	3,925	3.076	25	309
Other Logging	5	1	.....	.....	4	4	.....	.....	130	47	4	49	116	97	3	.....	344	207	11	54
Mining	**116**	**91**	**2**	**37**	**70**	**57**	**3**	**4**	**1,225**	**822**	**14**	**168**	**445**	**308**	**58**	**13**	**3,073**	**2,257**	**102**	**287**
Coal	.....	.....	.....	1	18	18	.....	2	393	374	.....	37	55	3	52	7	744	660	52	49
Iron	.....	.....	.....	15	11	10	.....	2	151	44	.....	76	122	57	5	.....	434	206	5	112
Gold	22	12	.....	18	.....	.....	.....	.....	88	3	.....	55	70	58	.....	1	412	248	1	99
Nickel	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....	.....	14	19	.....	.....
Other Metallic Ores and Non-Metallic Minerals	80	72	2	.....	18	13	1	.....	180	112	12	.....	193	186	.....	5	794	628	30	12
Prospecting and Oil Producing	14	4	.....	3	23	16	2	.....	413	289	2	.....	3	2	1	.....	675	496	14	15
Manufacturing	**3,418**	**2,027**	**364**	**1**	**878**	**572**	**149**	**10**	**3,082**	**1,994**	**251**	**178**	**4,088**	**3,208**	**306**	**82**	**63,387**	**43,732**	**3,732**	**984**
Food and Kindred Pdts.	819	596	53	1	573	392	70	8	832	595	70	.....	628	445	76	36	8,980	6,403	713	88
Textiles and Apparel	1,159	616	41	.....	27	19	.....	.....	103	92	2	.....	174	121	4	1	12,504	8,250	271	107
Lumber and Finished Lbr. Pdts.	326	116	153	.....	52	20	27	1	1,032	776	45	169	2,038	1,754	86	37	6,800	5,232	559	224
Pulp, Paper Pdts. and Printing	215	110	38	.....	63	39	15	1	96	53	13	.....	322	222	24	1	4,157	2.644	437	23
Chemicals and Allied Pdts.	105	54	1	.....	6	3	.....	.....	83	31	35	.....	82	54	12	.....	2,489	1,360	515	29
Petroleum and Coal Pdts.	24	4	.....	.....	24	11	8	.....	24	12	3	.....	52	29	15	.....	274	156	35	1
Rubber Pdts.	1	.....	.....	.....	.....	.....	.....	.....	2	.....	2	.....	3	2	.....	.....	680	475	41	4
Leather and Leather Pdts.	47	27	1	.....	5	3	.....	.....	12	6	1	.....	29	19	.....	1	2,146	1,486	14	1
Stone, Clay and Glass Pdts.	84	42	34	.....	53	45	8	.....	223	158	17	.....	73	50	14	.....	1,587	1,158	167	8
Iron and Steel Pdts.	170	131	15	.....	1	1	.....	.....	97	60	17	.....	165	112	25	1	4,583	3,276	319	59
Non-Ferrous Metals and Pdts.	36	14	15	.....	48	19	19	.....	27	20	6	.....	194	167	10	.....	2,412	1,757	113	6
Machinery	63	44	5	.....	15	9	.....	.....	67	30	29	.....	98	86	1	1	3,611	2,428	164	42
Electrical Equipment and Pdts.	103	64	.....	.....	5	3	2	.....	7	5	4	.....	32	26	7	.....	2,778	1,790	107	76
Transportation Equipment and Other Manufacturing	266	209	8	.....	6	8	.....	.....	477	156	7	9	198	121	32	4	10,386	7,317	277	316
Construction	**2,038**	**1,691**	**82**	**92**	**1,582**	**1,246**	**168**	**17**	**4,406**	**3,603**	**352**	**67**	**3,708**	**3,174**	**178**	**54**	**40,650**	**32,124**	**2,707**	**1,894**
Buildings and Structures	865	700	58	32	1,048	880	119	10	2,337	1,864	215	42	1,446	1,279	93	34	23,150	18,381	1,685	1,284
Highways, Bridges and Streets	64	56	1	2	157	118	12	.....	490	431	22	3	450	392	21	.....	2,263	1,898	87	34
Railway and Maintenance	605	527	.....	17	34	22	1	5	426	439	1	.....	187	206	.....	15	1,951	1,611	18	229
Other General Construction	11	5	6	35	52	29	1	1	263	201	9	15	1,207	981	2	1	3,022	2,425	48	163
Special Trade Contractors	493	403	17	6	291	197	35	1	890	668	105	7	418	316	62	4	10,264	7,809	869	184
Public Utilities Operation	**999**	**470**	**177**	**1**	**595**	**382**	**94**	.....	**976**	**605**	**195**	**37**	**2,229**	**1,745**	**220**	**7**	**16,781**	**9,905**	**3,758**	**102**
Transportation and Storage	865	389	176	1	505	309	91	.....	752	459	185	26	2,034	1,626	206	6	14,074	8,296	3,652	75
Communications and Other Public Utilities	134	81	1	.....	90	73	3	.....	224	146	10	11	195	119	14	1	2,707	1,609	106	27

Trade	**3,910**	**1,636**	**1,431**	**1**	**2,204**	**1,267**	**606**	**5**	**3,772**	**2,190**	**1,009**	**1**	**4,305**	**2,808**	**698**	**13**	**44,330**	**25,148**	**7,686**	92
Wholesale	1,591	494	797	.....	787	390	275	.....	1,834	797	779	.....	1,507	933	352	.....	13,342	6,813	3,900	27
Retail	2,319	1,142	634	1	1,417	877	331	5	1,938	1,393	230	1	2,798	1,875	346	13	30,988	18,335	3,786	65
Finance, Insurance and Real Estate	**459**	**220**	**23**	.....	**197**	**150**	**7**	.....	**454**	**244**	**31**	.....	**460**	**298**	**16**	.....	**4,406**	**2,526**	**173**	**31**
Service	**7,357**	**2,957**	**2,813**	**40**	**4,254**	**2,057**	**1,213**	**2**	**8,733**	**4,183**	**2,442**	**47**	**11,238**	**7,949**	**1,697**	**119**	**98,512**	**52,891**	**24,705**	**1,001**
Public	2,432	1,816	192	24	1,047	891	68	.....	1,678	1,479	24	1	5,114	4,941	110	68	30,732	24,469	2,615	713
Domestic	2,763	180	2,213	.....	1,219	231	617	.....	3,333	403	2,121	22	2,667	706	1,345	9	32,759	7,664	18,230	44
Personal	1,708	732	322	16	1,742	772	512	2	3,120	1,914	212	23	2,585	1,731	127	34	27,182	16,136	2,659	203
Other Service	454	229	86	.....	246	163	16	.....	602	387	85	1	872	571	115	8	7,839	4,622	1,201	41
Totals	**19,044**	**9,590**	**4,911**	**184**	**11,034**	**6,611**	**2,255**	**133**	**25,293**	**15,604**	**4,315**	**769**	**28,112**	**20,637**	**3,534**	**347**	**294,450**	**183,778**	**43,486**	**7,580**
Men	11,406	6,744	2,209	181	7,161	4,794	1,394	123	16,452	11,133	2,461	728	18,384	14,939	1,842	247	189,693	128,759	24,239	6,490
Women	7,638	2,846	2,702	3	3,873	1,817	861	10	8,841	4,471	1,854	41	9,728	5,698	1,692	100	104,757	55,019	19,247	1,090

(1) Includes Current and Deferred Vacancies.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of December, 1952		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland	2,262	1,657	48,499	160,215
Prince Edward Island	1,224	725	18,286	50,315
Nova Scotia	11,113	6,042	184,965	560,449
New Brunswick	8,802	5,690	172,984	528,154
Quebec	50,927	39,053	1,164,964	3,467,798
Ontario	39,576	32,117	1,057,119	3,207,109
Manitoba	9,309	6,656	192,625	575,286
Saskatchewan	4,008	3,263	71,945	219,569
Alberta	6,357	5,342	121,070	376,721
British Columbia	30,581	19,556	554,143	1,780,941
Total, Canada, December, 1952	164,159	120,101	3,586,600	10,926,557
Total, Canada, November, 1952	112,319	68,034	2,158,920	6,435,444
Total, Canada, December, 1951	152,269	87,739	2,680,987	6,923,194

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF DECEMBER, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	5,956	2,458	638	978	1,040	459	383
Male	5,707	2,374	616	942	987	443	345
Female	249	84	22	36	53	16	38
Prince Edward Island	1,838	528	277	442	355	121	115
Male	1,592	470	252	395	302	92	81
Female	246	58	25	47	53	29	34
Nova Scotia	14,631	3,719	1,889	3,003	3,063	1,493	1,464
Male	13,086	3,389	1,742	2,780	2,757	1,279	1,139
Female	1,545	330	147	223	306	214	325
New Brunswick	16,648	4,643	2,108	3,399	3,740	1,451	1,307
Male	14,343	3,912	1,900	3,092	3,243	1,199	997
Female	2,305	731	208	307	497	252	310
Quebec	102,286	27,641	15,534	20,591	19,798	8,594	10,128
Male	81,790	22,530	12,566	17,504	16,511	6,320	6,359
Female	20,496	5,111	2,968	3,087	3,287	2,274	3,769
Ontario	81,325	25,884	12,590	14,155	13,573	5,904	9,219
Male	62,897	20,080	10,330	11,482	10,639	4,184	6,182
Female	18,428	5,804	2,260	2,673	2,934	1,720	3,037
Manitoba	14,810	4,076	2,015	3,058	2,890	1,108	1,663
Male	11,440	2,922	1,618	2,628	2,385	761	1,126
Female	3,370	1,154	397	430	505	347	537
Saskatchewan	7,525	2,315	1,206	1,906	1,372	303	423
Male	6,594	1,978	1,120	1,774	1,219	217	286
Female	931	337	86	132	153	86	137
Alberta	12,143	4,230	1,791	2,739	1,970	486	927
Male	10,627	3,842	1,588	2,500	1,670	346	681
Female	1,516	388	203	239	300	140	246
British Columbia	46,669	14,959	6,346	9,524	8,429	3,254	4,157
Male	39,253	13,120	5,614	8,211	6,803	2,487	3,018
Female	7,416	1,839	732	1,313	1,626	767	1,139
TOTAL	303,831	90,453	44,394	59,795	56,230	23,173	29,786
MALE	247,329	74,617	37,346	51,308	46,516	17,328	20,214
FEMALE	56,502	15,836	7,048	8,487	9,714	5,845	9,572

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,587	3,883	704	3,668	2,420	1,248	1,895
Prince Edward Island	1,371	1,013	358	1,098	859	239	446
Nova Scotia	9,670	6,425	3,245	8,082	6,527	1,555	3,315
New Brunswick	10,605	7,520	3,085	8,351	6,627	1,724	4,203
Quebec	71,728	48,155	23,573	56,416	45,075	11,341	26,907
Ontario	58,589	40,150	18,439	54,034	42,839	11,195	15,556
Manitoba	10,401	7,585	2,816	9,257	6,601	2,656	2,177
Saskatchewan	6,041	4,585	1,456	5,173	3,180	1,993	1,665
Alberta	9,353	7,017	2,336	8,032	5,552	2,480	2,765
British Columbia	33,503	20,564	12,939	29,324	23,113	6,211	8,814
Total Canada, December, 1952	215,848*	146,897	68,951	183,435†	142,793	40,642	67,743
Total Canada, November, 1952	123,418	78,606	44,812	107,882	85,910	21,972	35,330
Total Canada, December, 1951	175,040	120,434	54,606	148,219	116,637	31,582	62,679

* In addition, revised claims received numbered 16,059. † In addition, 15,707 revised claims were disposed of. Of these, 1,427 were special requests not granted, and 1,218 were appeals by claimants. There were 2,218 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of December, 1952	Month of November, 1952	Month of December, 1951
Claims Disallowed			
Regular	26,050	11,272	19,713
Supplementary	7,710	.....	3,917
Claimants Disqualified			
Not unemployed	7,017	3,473	4,388
Disqualification—total			
6 days or less	3,879	1,772	.....
7 days or more	3,138	1,701	.....
Not capable of and not available for work	1,515	1,445	983
Loss of work due to a labour dispute	497	212	1,580
Refused offer to work and neglected opportunity to work	846	1,094	616
Discharged for misconduct	862	674	644
Voluntarily left employment without just cause	6,088	5,483	4,639
Failure to fulfill additional conditions imposed upon certain married women	842	975	834
Other reasons†	1,752	1,224	1,157
Total	53,179	25,852	38,471

* Includes 4,312 revised claims, disqualified and 515 supplementary benefit claims, in December, 1952.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1951—November	3,106,000	3,006,200	99,800
December	3,170,000	3,016,300	153,700
1952—January	3,183,000	2,935,900	247,100†
February	3,195,000	2,876,500	318,500†
March	3,191,000	2,874,600	316,400†
April	3,195,000	2,874,700	320,300†
May	3,086,000	2,867,900	218,100
June	3,089,000	2,945,500	143,500
July	3,108,000	2,985,300	122,700
August	3,147,000	3,034,400	112,600
September	3,169,000	3,067,000	102,000
October	3,186,000	3,093,400	92,600
November	3,205,000	3,093,500	111,500

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
April	12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,699,136 68	768,835 65	14,467,972 33	782,231,826 91
May	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,351,221 12	789,011,121 39
June	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	6,721,861 74	799,321,984 16
July	12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,363,471 09	6,288,648 31	cr.839 30	6,287,809 01	809,397,646 24
August	12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232,755 55	cr.385 50	6,232,370 05	820,199,495 46
September	12,688,942 12	2,536,678 64	2,281 80	1,839,166 36	17,067,068 92	5,703,681 21	cr.114 70	5,703,566 51	831,562,997 87
October	13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	18,299,448 49	5,700,984 92	16 10	5,701,001 02	844,161,445 34
November	13,980,533 54	2,796,355 55	2,947 50	1,945,303 58	18,725,140 17	6,428,185 50	cr.1,041 60	6,427,143 90	856,459,441 61
December	13,522,009 15	2,703,029 66	2,053 70	2,038,098 99	18,265,191 50	10,918,642 07	cr.823 10	10,917,818 97	863,806,814 14
January	*12,453,781 44	2,492,788 10	1,268 36	2,045,202 17	16,993,040 07	17,496,031 37	932,318 74	18,428,350 11	862,371,504 10
SUB-TOTAL	129,228,777 57	27,437,157 95	32,095 09	18,713,236 82	175,411,267 43	89,525,836 32	1,713,278 44	91,239,114 76	862,371,504 10
TOTAL	1,056,647,216 78	+214,755,399 08	141,635 58	115,380,384 51	1,386,924,635 95	510,487,009 46	14,066,122 39	524,553,131 85	862,371,504 10

* Stamps $5,563,800.38 Meter $1,689,244.54 Bulk $4,977,673.98 Arm. Ser. $155,150.73 Sp. Force $35,727.20 Reg. Force $32,184.61 Total $12,453,781.44.

\+ Government refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date $1,828,863.85.

TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO DECEMBER, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269	212,293
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709	140,386
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764	154,356
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242	100,951
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430	83,806
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,233	68,788
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981	75,340
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926	61,038
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	62,456	64,703
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	82,902	87,957
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	122,603	123,418
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	175,040	215,848
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	1,141,555	1,388,884

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, DECEMBER, 1952*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			
	Claims Considered	Entitled to Benefit		Not Entitled to Benefit
		Class 1	Class 2	
Newfoundland	384	42	142	200
Prince Edward Island	154	50	48	56
Nova Scotia	812	273	207	332
New Brunswick	948	220	193	535
Quebec	5,284	2,051	1,163	2,070
Ontario	5,999	2,205	1,578	2,216
Manitoba	1,811	850	365	596
Saskatchewan	898	169	275	454
Alberta	1,089	397	203	489
British Columbia	3,303	1,241	786	1,276
Total December, 1952	20,682†	7,498	4,960	8,224
Total December, 1951	15,156	3,662	3,366	4,177

* See explanatory note on p. 446.
† There were, in addition, 27 renewal claims.

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914		79·7	92·2	72·1	75·1	88·3	69·6		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1933		94·4	84·9	98·6	102·5	93·3	98·2		
1939		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	18·6	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	22·6	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	34·4	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	53·8	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	59·8	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1950									
January	59·7	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	60·3	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	62·4	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	62·7	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	62·7	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	64·1	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	66·2	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	67·2	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	68·5	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	69·3	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	69·3	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	69·7	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	71·1	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	73·8	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	78·3	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	80·4	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	80·6	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	82·6	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	86·1	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	87·4	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	88·3	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	88·9	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	89·7	191·2	250·2	144·8	150·8	214·6	199·9	144·9	223·0
December	89·6	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	90·0	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	89·3	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	87·6	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	87·2	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	85·2	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	85·8	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	86·5	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	86·1	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	85·0	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	83·5	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	83·3	181·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	82·7	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4
1953									
January	82·9	184·4	226·2	150·2	153·9	205·3	196·0	148·9	208·6
February	83·4	184·9	227·4	150·5	154·3	205·2	191·1	149·0	209·2

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO FEBRUARY 1953

(1949 = 100·0)

(Calculated by the Dominion Bureau of Statistics)

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	151·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1953

(Aug. 1939 = 100·0)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Jan. 2, 1952	Dec. 1, 1952	Jan. 2, 1953						
St. John's, Nfld. (1)	103·9	102·3	102·4	101·6	106·8	107·3	102·1	101·3	100·2
Halifax	179·3	173·5	173·5	217·6	128·2	153·3	220·1	187·7	139·6
St. John	188·0	180·4	180·7	219·5	128·2	152·4	226·8	190·0	152·1
Montreal	198·1	188·8	189·7	241·9	152·2	147·5	193·4	201·9	144·2
Toronto	187·1	180·8	181·3	215·2	158·9	178·5	205·0	189·0	147·4
Winnipeg	183·7	176·3	176·5	226·1	136·2	133·3	201·7	197·9	141·0
Saskatoon	187·0	180·9	181·8	234·1	133·3	158·6	215·9	203·1	134·3
Edmonton	183·4	176·2	175·6	230·1	126·2	121·8	214·0	189·4	141·4
Vancouver	193·6	188·1	188·2	236·8	136·9	176·9	217·1	195·1	152·9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's index on the base, June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

SOURCE: Dominion Bureau of Statistics

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

*Commodities	Per	Dec. 1941	Dec. 1945	Jan. 1950	Jan. 1951	Jan. 1952	Dec. 1952	Jan. 1953	Price Jan. 1953
Beef, sirloin steak	lb.	120·7	154·8	251·6	313·7	381·3	296·0	301·1	83·3
Beef, round steak	lb.	125·7	167·9	281·0	349·4	425·5	328·9	334·0	78·4
Beef, blade	lb.	132·7	162·3	300·6	391·3	485·7	356·4	360·8	57·5
Beef, stewing, boneless	lb.	136·7	168·3	338·3	444·1	562·0	417·0	420·7	56·9
Lamb, leg roast	lb.	109·9	152·8	251·1	285·0	337·9	264·1	277·8	79·5
Pork, fresh loin, centre-cut	lb.	125·3	143·8	227·7	247·5	242·9	238·9	238·9	64·0
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	238·3	274·8	283·2	263·3	262·2	49·3
Bacon, side, fancy, sliced, rind-off	½lb.	132·3	142·5	227·0	214·9	215·2	180·5	181·0	33·2
Lard, pure	lb.	151·3	159·6	200·0	254·0	238·8	158·2	158·2	17·2
Shortening, vegetable	lb.	134·7	137·5	214·6	241·0	243·8	205·6	204·2	29·1
Eggs, Grade "A", large, carton	doz.	156·4	181·3	143·9	197·4	189·7	198·0	184·6	57·7
Milk	qt.	111·0	95·4	166·1	174·3	190·8	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	239·9	236·3	264·9	247·6	248·7	67·9
Cheese, plain, mild, ½ lb.	pkg.	174·6	165·4	226·0	233·5	259·6	261·8	262·5	34·8
Bread, plain, white, wrapped, sliced	lb.	106·5	106·3	165·1	177·6	191·8	191·8	191·8	12·5
Flour, all-purpose	lb.	127·3	124·2	221·2	224·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz.	pkg.	101·1	100·0	163·0	171·7	191·1	195·4	195·4	18·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	182·1	195·3	279·9	262·6	260·7	27·5
Peas, 20 oz.	tin	117·5	121·7	147·5	149·3	167·3	172·8	172·8	21·7
Corn, Cream, choice, 20 oz.	tin	128·3	132·7	176·1	173·9	189·2	190·1	188·2	20·3
Onions, cooking	lb.	108·2	126·5	169·4	119·0	185·1	182·1	184·0	9·5
Potatoes, No. I, table	10 lbs.	89·9	149·4	150·9	124·0	269·0	245·4	241·0	54·9
Prunes, pkg.	lb.	115·8	120·2	197·4	229·4	250·3	233·0	233·8	27·5
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	128·5	143·3	176·5	167·2	166·5	24·8
Oranges, California	doz.	132·5	154·3	137·7	158·7	147·8	142·4	138·0	37·8
Jam, Strawberry, 16 oz.	jar.	111·3	115·1	145·5	162·1	167·7	155·9	155·9	26·2
Peaches, 15 oz.	tin	101·5	106·1	140·6	146·8	155·3	150·0	149·3	22·1
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	158·5	191·7	204·2	174·2	174·2	10·9
Coffee, medium quality in bag	lb.	141·6	131·7	250·9	299·6	314·7	308·8	308·6	105·6
Tea, black, ½ lb.	pkg.	145·2	131·6	177·2	182·0	186·5	186·8	185·8	54·2

* Description and Units of Sale Apply to January 1953 Prices.

70169—10

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef				Pork				
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	103·8	.....	69·3 [a]	52·0 [a]	63·3	78·1	72·4	33·9 [e]	58·2
P.E.I.—									
2—Charlottetown	85·0	77·8	60·8 [a]	54·6 [a]	49·8	64·2	53·0	29·1	43·4
Nova Scotia—									
3—Halifax	93·5	81·7	56·2 [a]	56·0	55·7	64·6	48·9 [c]	36·2	54·0
4—Sydney	85·8	76·6	60·2 [a]	60·1	54·9	64·4	50·1	33·3	50·6
New Brunswick—									
5—Moncton	81·8	75·0	55·8	49·7	48·8	65·6	48·9	35·5	48·9
6—Saint John	83·9	78·0	59·5 [a]	58·3	54·1	66·7	48·2	35·8	47·7
Quebec—									
7—Chicoutimi	100·0	96·8	64·8	53·8	53·0	56·8	51·7	33·0	47·8
8—Hull	76·9	76·0	54·1	52·3	44·6	58·8	46·1	28·4	50·2
9—Montreal	96·2	93·1	55·8 [a]	56·0	49·5	64·2	49·9	29·4	55·6
10—Quebec	90·4	88·5	47·6 [a]	46·8	48·1	52·1	43·4	28·3	49·3
11—Sherbrooke	86·6	84·0	59·8 [a]	59·5	47·3	58·2	50·0	31·1	47·0
12—Sorel	89·1	83·8	60·6 [a]	51·7	53·3	58·9	48·0	31·4	55·0
13—Three Rivers	93·5	84·0	50·4	48·4	44·1	55·3	47·0	30·2	55·9
Ontario—									
14—Brantford	77·8	74·7	59·2	56·6	49·9	65·8	46·0	33·9	48·4
15—Cornwall	74·2	72·6	49·7	51·6	41·7	59·0	47·7	31·1	51·4
16—Fort William	79·4	76·4	58·2 [a]	60·6 [a]	54·2	63·0	.....	33·6	61·8
17—Hamilton	82·6	79·0	58·1	58·1	50·9	66·9	45·0	33·9	51·1
18—Kirkland Lake	79·5	76·2	57·0 [a]	53·0	50·4	63·3	54·7 [d]	34·8	55·3
19—London	81·9	78·9	54·8	54·5	49·5	67·1	44·3	33·2	52·9
20—North Bay	72·5	72·5	53·2 [a]	49·4	46·3	65·8	41·0	33·1	51·2
21—Oshawa	76·7	76·3	54·5	55·0	47·5	64·0	40·2	32·6	48·1
22—Ottawa	80·6	76·6	57·3	56·0	46·4	63·7	47·2	31·6	49·7
23—Sault Ste. Marie	80·1	79·5	58·4 [a]	62·1	52·9	66·1	51·0	33·2	53·8
24—Sudbury	74·9	74·1	54·6 [a]	53·9	45·4	59·1	53·5 [d]	30·1	51·3
25—Toronto	85·2	80·8	59·8	58·3	48·1	67·6	42·1	33·5	47·1
26—Windsor	76·4	73·0	54·0 [a]	58·5	49·4	66·6	49·2 [d]	33·9	56·1
Manitoba—									
27—Winnipeg	79·3	73·2	55·7	54·4	49·2	60·4	52·0 [d]	34·2	51·0
Saskatchewan—									
28—Regina	80·0	75·4	57·2 [a]	58·5	49·8	61·7	51·6	33·9	52·8
29—Saskatoon	77·0	74·4	53·7 [a]	59·3	49·1	59·7	52·4 [d]	34·1	51·0
Alberta—									
30—Calgary	81·6	75·6	67·1	60·6	46·2	63·8	54·8 [d]	35·3	54·6
31—Edmonton	74·9	71·4	50·8 [a]	56·6	48·5	58·8	46·5	36·0	48·7
British Columbia—									
32—Prince Rupert	91·0	86·0	62·0	67·5	56·0	69·5	60·0	38·5	65·0
33—Trail	94·0	90·0	70·4	71·2	.....	73·5	62·0	38·2	62·3
34—Vancouver	95·1	85·3	66·9	66·0	57·1	72·4	56·6 [d]	37·3	58·1
35—Victoria	97·8	89·4	67·4	67·2	61·7	72·0	55·5	37·2	56·4

Locality	Lamb, leg, roast, per lb.	Flour, white, all-purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·6	12·0	20·7	12·0	62·8	f 84·2	b 32·0	78·1
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·0	11·2	52·9	ns 56·1	17·0	70·4
Nova Scotia—									
3—Halifax	71·5	8·2	12·8	18·4	9·7	50·9	ns 61·5	20·5	72·0
4—Sydney	72·8	8·4	14·0	19·4	11·0	50·4	ns 69·0	22·0	73·1
New Brunswick—									
5—Moncton	75·5	8·0	12·0	18·4	10·7	50·4	ns 64·2	20·0	70·6
6—Saint John	73·3	8·0	12·7	18·7	10·2	49·1	ns 61·9	21·0	71·5
Quebec—									
7—Chicoutimi	101·0	8·1	15·2	19·0	11·0	56·0	ns 61·2	20·0	64·2
8—Hull	79·3	7·2	12·0	17·2	10·5	47·4	59·5	22·0	65·2
9—Montreal	84·3	7·5	12·0	17·4	9·6	50·7	59·6	20·0	64·4
10—Quebec	84·4	7·2	12·0	18·2	9·9	52·2	59·7	20·0	66·3
11—Sherbrooke	84·0	7·8	12·4	18·4	10·0	49·3	ns 60·7	20·0	64·9
12—Sorel	88·5	7·4	12·0	17·7	10·0	47·2	ns 57·7	19·0	64·6
13—Three Rivers	.....	7·4	11·3	17·4	10·6	49·8	ns 58·4	19·0	64·3
Ontario—									
14—Brantford	76·4	7·6	12·0	17·5	10·0	45·8	55·5	21·0	67·1
15—Cornwall	.....	7·2	12·0	17·8	10·3	48·0	57·1	19·0	67·1
16—Fort William	.....	7·1	13·3	18·9	11·3	54·2	ns 56·7	23·0	66·9
17—Hamilton	85·4	7·9	12·0	17·4	10·3	47·1	57·1	22·0	67·6
18—Kirkland Lake	85·3	8·0	11·3	18·7	11·3	51·0	60·5	25·0	69·0
19—London	86·8	7·5	12·0	17·4	10·3	46·8	ns 50·5	21·0	67·2
20—North Bay	.....	7·8	12·7	19·6	11·3	50·8	ns 58·3	22·0	68·2
21—Oshawa	.....	7·6	12·0	17·5	10·2	47·2	56·6	21·0	66·3
22—Ottawa	80·0	7·6	12·0	17·7	10·4	49·5	61·1	21·8	66·5
23—Sault Ste. Marie	82·3	7·9	13·3	18·9	11·2	49·2	60·6	23·0	69·0
24—Sudbury	.....	8·0	12·7	18·3	10·9	48·4	58·4	23·0	68·8
25—Toronto	82·3	7·5	12·0	17·3	10·0	45·9	ns 51·0	22·6	67·4
26—Windsor	77·1	7·7	12·0	17·8	10·8	49·1	ns 55·5	22·0	67·6
Manitoba—									
27—Winnipeg	76·8	7·1	14·0	17·8	13·0	t 66·2	ns 51·1	20·0	65·6
Saskatchewan—									
28—Regina	71·4	7·2	12·8	18·8	12·9	t 64·1	48·8	20·0	64·9
29—Saskatoon	73·8	7·0	12·0	17·6	13·8	t 62·6	ns 49·1	20·0	66·0
Alberta—									
30—Calgary	80·8	7·2	12·8	18·1	12·3	t 60·8	ns 51·0	21·0	66·9
31—Edmonton	68·7	7·2	12·0	17·7	12·2	t 62·5	ns 52·1	20·0	68·7
British Columbia—									
32—Prince Rupert	87·0	8·0	15·0	18·5	11·8	t 62·1	ns 62·0	31·0	70·6
33—Trail	90·5	7·5	16·0	18·4	12·2	t 65·1	63·1	25·0	68·8
34—Vancouver	80·7	7·3	14·9	17·8	10·3	t 58·3	ns 59·7	21·8	69·6
35—Victoria	88·9	7·5	14·9	17·9	10·7	t 58·8	ns 61·1	24·0	70·0

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 20 oz. tin	Canned Vegetables: Corn, cream, choice, per 20 oz. tin	Oranges, California, 288's, per doz.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—							s				
1—St. John's	35·9	34·5	.....	33·8	.....	16·2	50·4	33·1	23·9	24·7	45·0
P.E.I.—											
2—Charlottetown	37·3	.....	19·2	29·5	28·4	18·6	21·9	29·0	22·0	22·5	41·1
Nova Scotia—											
3—Halifax	35·5	37·8	19·8	28·8	25·5	16·5	22·4	28·9	23·0	22·1	35·7
4—Sydney	37·0	36·5	17·6	29·7	26·3	17·7	23·1	29·7	22·4	22·4	40·8
New Brunswick—											
5—Moncton	34·8	37·2	19·4	29·4	26·7	16·2	22·3	28·8	22·3	20·4	41·4
6—Saint John	36·0	37·8	19·3	29·3	26·7	16·5	21·4	28·0	22·8	20·4	40·2
Quebec—											
7—Chicoutimi	36·9	.....	19·1	33·7	27·5	18·0	.....	28·3	22·3	20·7	38·4
8—Hull	33·1	.....	16·4	28·9	26·3	14·9	20·2	25·6	19·8	18·2	32·7
9—Montreal	34·9	.....	17·4	28·8	26·7	15·7	20·3	23·2	21·0	20·1	34·5
10—Quebec	34·6	.....	18·7	29·5	26·9	16·0	.....	25·1	21·9	19·1	35·1
11—Sherbrooke	35·2	.....	18·5	29·9	26·0	15·8	21·1	24·5	22·6	21·0	39·6
12—Sorel	32·8	.....	17·4	29·4	27·4	15·1	22·6	25·7	18·6	19·3	38·7
13—Three Rivers	34·1	.....	17·6	28·4	26·5	16·7	22·8	24·7	21·5	20·5	38·1
Ontario—											
14—Brantford	33·4	37·1	17·9	28·6	25·7	16·0	21·2	26·3	19·8	18·3	35·1
15—Cornwall	34·5	37·0	17·7	28·7	27·2	15·2	20·8	25·1	19·7	19·5	35·7
16—Fort William	36·2	38·1	15·7	27·5	26·4	16·2	21·0	28·1	21·4	19·5	40·2
17—Hamilton	34·4	37·6	18·1	29·1	25·2	15·6	21·1	25·8	20·4	18·8	39·9
18—Kirkland Lake	35·0	36·8	19·4	29·8	27·8	18·9	23·1	27·6	.....	20·5	38·4
19—London	33·7	37·2	19·0	29·1	27·2	16·2	19·7	25·0	21·0	18·4	35·1
20—North Bay	35·4	37·2	18·5	28·8	31·2	16·2	24·7	26·2	22·6	19·5	38·1
21—Oshawa	34·0	38·5	18·4	27·0	25·7	14·9	21·8	26·2	20·5	17·9	33·6
22—Ottawa	34·4	37·5	17·9	29·1	25·9	15·7	21·6	25·1	21·4	18·7	34·2
23—Sault Ste. Marie	35·5	37·6	18·2	29·4	26·7	16·7	.....	27·4	22·1	19·5	36·9
24—Sudbury	34·0	37·0	17·6	28·8	28·5	16·2	.....	27·0	21·0	19·2	36·9
25—Toronto	33·4	37·4	17·7	28·1	24·6	15·2	20·7	25·5	20·5	18·2	33·6
26—Windsor	35·1	37·6	18·5	29·3	26·4	15·6	20·5	24·9	18·9	18·0	39·0
Manitoba—											
27—Winnipeg	35·2	39·2	13·8	28·6	25·4	16·0	22·2	28·9	22·2	20·0	40·2
Saskatchewan—											
28—Regina	35·8	39·0	13·5	30·8	25·0	17·5	24·3	31·5	22·0	22·1	39·6
29—Saskatoon	34·8	38·8	12·6	29·2	24·9	17·6	23·4	30·3	23·2	22·5	43·8
Alberta—											
30—Calgary	33·7	39·0	12·4	29·6	25·2	16·6	25·6	32·5	21·7	23·2	40·8
31—Edmonton	35·5	39·8	13·4	30·4	24·9	17·9	24·1	31·9	22·3	23·0	41·1
British Columbia—									m	m	
32—Prince Rupert	36·9	38·4	14·1	31·1	28·1	18·7	24·1	33·0	20·8	21·1	43·5
									m	m	
33—Trail	36·2	38·3	15·6	33·9	27·3	18·6	26·1	33·6	21·0	22·4	41·4
									m	m	
34—Vancouver	35·1	38·2	15·7	27·2	24·1	16·5	24·8	30·2	19·5	18·8	37·2
									m	m	
35—Victoria	35·8	37·6	15·8	27·3	23·4	16·2	22·1	30·5	19·2	18·4	33·3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. **(a) Including cuts with**

Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. John's	30·7	67·0	10·9	32·9	26·2 [k]	61·6 [w]	124·1 [v]	.....	23·04
P.E.I.—									
2—Charlottetown	24·0	46·9	9·7	26·7	26·6 [n]	51·4	117·2 [v]	.....	17·00
Nova Scotia—									
3—Halifax	21·4	51·6	8·2	27·1	25·3 [n]	51·2	112·1	.....	19·12
4—Sydney	25·2	53·8	8·6	28·9	26·6 [n]	50·8	117·8	.....	13·35
New Brunswick—									
5—Moncton	21·9	46·7	9·3	25·9	24·9 [n]	51·0	109·4	.....	18·50
6—Saint John	21·6	48·3	8·8	27·6	27·1 [n]	52·6	113·7 [v]	.....	20·50
Quebec—									
7—Chicoutimi	18·8	56·0	12·6	28·0	28·2 [n]	59·7	115·8 [v]	28·50	.....
8—Hull	18·8	50·6	10·4	26·0	25·5 [n]	53·8	109·7	28·50	.....
9—Montreal	16·8	48·8	9·9	28·6	24·7 [n]	54·6	106·2	29·26	.....
10—Quebec	17·6	46·7	10·2	27·4	25·5 [n]	56·4	110·0	27·62	.....
11—Sherbrooke	17·6	48·7	9·4	29·1	25·3 [n]	57·0	110·0	27·42	.....
12—Sorel	17·0	53·9	12·4	26·1	22·9 [n]	55·0	109·6	26·83	.....
13—Three Rivers	18·4	49·9	10·1	27·6	24·5	56·0	109·0 [v]	28·00	.....
Ontario—									
14—Brantford	18·4	55·7	8·0	29·0	23·3 [n]	54·2	102·2	27·50	.....
15—Cornwall	18·4	50·6	8·8	27·0	23·7	55·0	108·5	29·75	.....
16—Fort William	20·4	63·3	9·3	23·5	25·0 [n]	53·5	103·8	26·32	.....
17—Hamilton	19·0	54·9	8·7	29·1	23·2	55·3	104·2	26·19	.....
18—Kirkland Lake	19·8	61·0	11·4	28·2	26·8	57·4	99·2	33·38	.....
19—London	19·0	54·8	8·7	27·7	22·7	54·6	103·3	26·75	.....
20—North Bay	20·3	56·8	8·4	26·7	23·7 [n]	55·8	116·0	29·75	.....
21—Oshawa	19·3	51·3	8·5	26·6	22·8 [n]	56·0	102·2	27·75	.....
22—Ottawa	19·1	51·1	10·7	27·7	26·0 [n]	54·6	104·2	28·50	.....
23—Sault Ste. Marie	19·6	63·3	9·2	29·0	23·9	56·1	103·4	25·50	.....
24—Sudbury	19·1	60·6	9·5	25·7	24·7 [n]	55·1	102·3	28·80	.....
25—Toronto	18·7	55·3	8·4	27·8	24·5 [n]	54·3	101·2	25·12	.....
26—Windsor	18·9	52·9	8·3	28·7	24·4 [n]	54·1	104·1	26·00	.....
Manitoba—									
27—Winnipeg	19·7	57·1	10·4	27·6	26·3 [n]	52·5	99·8	.....	20·75
Saskatchewan—									
28—Regina	22·4	41·9	10·7	25·0	27·4	52·8	102·3	.....	18·30
29—Saskatoon	22·3	55·8	11·3	26·7	26·7	51·0	98·3	.....	17·50
Alberta—									
30—Calgary	23·7	52·8	10·8	26·1	25·2 [n]	53·1	99·2	.....	.....
31—Edmonton	23·2	48·8	11·3	27·9	25·5 [n]	52·1	104·5	.....	8·30
British Columbia—									
32—Prince Rupert	25·3	63·8	10·9	26·3	25·4 [n]	53·9	100·3	.....	22·90
33—Trail	25·2	53·1	9·8	26·8	26·4	53·8	98·0	.....	19·25
34—Vancouver	20·3	61·2	9·5	25·2	23·2 [n]	52·0	96·9	.....	20·41
35—Victoria	21·1	60·1	10·0	27·0	24·3	52·2	100·8	.....	21·75

bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk 17·5¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935–39	1935–39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 (e)	June-Aug. 1939	1938	1936–39 =1000	1stquarter 1949=1000
	(a)	(b)		(b)	(l)				(c)			(d)	
1922	120·4	119·7	.....	(i)183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	(i)172	185	.....	.....	.....	162	125	106·3	(f)	.....
1929	121·7	122·5	.....	(i)164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	(i)140	151	(g)	.....	(k)	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	(i)158	178	108	.....	107·5	138	(m)103	99·9	1029	748
1940	105·6	100·2	100·7	(i)184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(i)199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	(n)125·7	199·1	(i)201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	(n)128·6	213·5	(i)203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	(n)139·5	266·7	(i)203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	(n)159·6	300·3	(i)203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	(n)171·9	318·9	(j)108	(p) 99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	(n)170·2	336·0	(j)111	(p) 100	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	(n)171·9	356·2	(j)114	(p) 101	1945	4849	177·7	(e)159·1	293	159·3	1669	1066
1951	184·5	185·6	401·0	(j)124	(p) 109	(s)130·1	5320	207·5	(e)166·7	319	171·0	1906	1183
November	191·2	188·6	428·2	(j)129	113	140·4	(k) 5419	216·6	170·8	327	173·4	.....	.....
December	191·1	189·1	432·7	(j)130	.....	142·9	(k) 5416	217·3	171·0	328	179·5	2303	1237
1952 January	191·5	189·1	440·4	(j)132	.....	145·9	(k) 5399	217·7	170·5	331	181·6	.....	.....
February	190·8	187·9	444·9	(o)100·1	114	148·5	5459	218·5	170·8	329	181·9	.....	.....
March	189·1	188·0	448·8	100·6	.....	148·1	(k) 5475	220·3	170·8	(k) 326	182·1	2366	1253
April	188·7	188·7	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	186·7	189·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	187·3	189·6	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	188·0	190·8	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	187·6	191·1	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1(s)186·5	190·8	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0(s)185·0	190·9	.....	103·9	.....	144·9	5626	224·8	171·1	298	191·1	.....	.....
November	116·1(s)184·8	191·1	.....	103·8	123	144·4	5631	.....	171·2	298	191·4	.....	.....
December	115·8(s)184·2	190·7	.....	.....	.....	145·4	.....	.....	.....	.....	190·6	.....	.....
1953 January	115·7(s)184·4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926–46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938–1950 are on base 1938 = 100. (s) New series on base 1949 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Dec. 1951	Nov. 1952	Dec. 1952
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	211·1	240·2	237·7	221·9	221·2
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	202·0	218·6	221·0	204·6	202·7
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	251·3	297·7	285·8	235·4	237·4
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	246·7	295·9	268·8	244·8	241·4
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	258·3	295·5	295·2	293·4	291·2
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	183·6	208·7	216·8	221·2	221·4
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	159·5	180·6	183·8	167·6	167·7
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	164·8	169·8	171·6	173·5	174·9
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	157·8	187·3	188·0	176·4	176·1
Classified According to Degree of Manufacture.										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	212·8	237·9	236·0	210·8	210·1
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	211·0	242·4	239·8	228·8	228·1
*General Building Materials	76·2	125·9	112·6	89·1	102·0	249·9	289·8	289·5	289·4	288·7
Residential Building Materials	.....	.....	112·4	89·0	102·3	242·7	286·2	288·8	283·9	283·8
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	236·7	268·6	275·0	222·9	222·3
Field	.....	.....	137·2	69·3	83·7	191·9	200·4	221·2	179·2	176·4
Animal	.....	.....	144·4	69·2	101·5	281·4	336·9	328·9	266·5	268·3

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1952 are subject to revision.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1953, JANUARY AND DECEMBER, 1952†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
January, 1953*	14‡	14	2,136‡	2,136	31,050	0·03
December, 1952*	8	18	1,442	3,646	47,279	0·05
January, 1952*	15‡	15	5,749‡	5,749	75,220	0·08

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January, 1953				
MINING—				
Copper refiners, Montreal, P.Q.	1	200	5,000	Commenced July 14, 1952; for a union agreement; unterminated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Rayon factory workers, Louiseville, P.Q.	1	460	10,000	Commenced March 10, 1952; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; unterminated.
Clothing and hosiery factory workers, Montreal, P.Q.	2	490	9,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; unterminated.
Miscellaneous Wood Products—				
Wood furniture factory workers, Durham, Ont.	1	65	1,400	Commenced July 21, 1952; for a union agreement providing for increased wages, union security, two weeks' vacations with pay and pay for seven statutory holidays, following reference to conciliation board; unterminated.
Metal Products—		(3)		
Jewellery factory workers, Vancouver, B. C.	5	44	900	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; work resumed at one establishment Jan. 30-53; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Sheet metal workers, Fort William and Port Arthur, Ont.	15	150	2,400	Commenced December 17, 1952; for implementation of award of conciliation board for increased wages in new agreement under negotiations; terminated January 23; negotiations; compromise.
Carpenters, Fort William, Ont.	1	33	650	Commenced December 17, 1952; for a new agreement providing for increased wages retroactive to Apr. 1-52; unterminated.
Strikes and Lockouts Commencing During January, 1953				
MINING—				
Coal miners, Mercoal, Alta.	1	335	670	Commenced January 29; alleged violation of seniority in lay-off of a worker; terminated January 30; negotiations; in favour of workers.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Silk dyers, printers and finishers, Joliette, P.Q.	1	185	200	Commenced January 15; for a greater increase in wages than recommended in award of arbitration board in new agreement under negotiations; terminated January 16; conciliation; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During January, 1953				
MANUFACTURING—*Concluded*				
Metal Products—				
Steel mill workers, painters, Trenton, N.S.	1	14 [4]	25	Commenced January 20; protesting dismissal of four workers; terminated by January 22; replacement; in favour of employer.
Aluminum foundry moulders, Wallaceburg, Ont.	1	40	200	Commenced January 22; for extension of heat-relief periods for moulders; terminated January 28; return of workers; in favour of employer.
CONSTRUCTION—				
Miscellaneous—				
Power project drillers and powdermen, McArthur Falls, Man.	1	90	100	Commenced January 8; for increased wages; terminated January 9; negotiations; compromise.
TRADE—				
Coal handlers, Montreal, P.Q.	1	24	490	Commenced January 8; *re* number of men required on conveyor belt following reference to arbitration board; unterminated.
SERVICE—				
Business and Personal—				
Valet service store workers, Oshawa, Ont.	1	6	15	Commenced January 28; for a union agreement providing for increased wages; unterminated.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 14 indirectly affected; [4] 11 indirectly affected.

APRIL 15, 1953

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

DURING the greater part of March, the general pattern of employment did not change significantly from that of the preceding two months. Logging employment continued to decrease in Eastern Canada as most camps terminated their season's operations; construction employment had already reached a low ebb in most regions. On the other hand, industrial employment continued to hold firm during the month at levels considerably higher than last year.

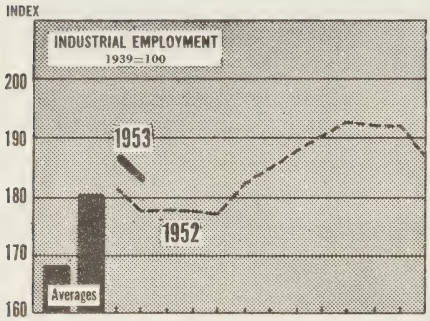
As the month progressed, however, it became apparent that for Canada as a whole the seasonal low point for employment opportunities had been reached and that in succeeding weeks a general improvement in the employment situation could be expected. By the first of April about 67 per cent of all paid workers were located in labour surplus areas, compared with 75 per cent in the previous month and 87 per cent in early April last year. This change can be largely attributed to the early opening of navigation and the gradual seasonal rise in construction activity.

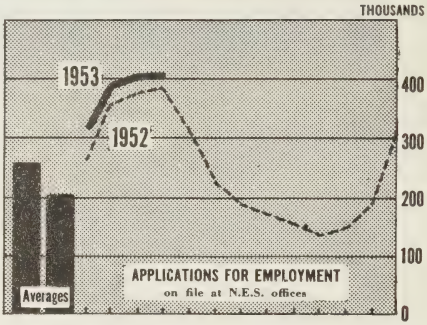
The monthly Labour Force Survey, which provides an overall picture of current manpower utilization patterns, estimates that for the week ending March 21, 1953, there were 5,192,000 persons in the civilian labour force, a decrease of 2,000 from the figure reported for the week ending February 21. Of this total, 4,534,000 were at work for 35 hours or more during the week, an increase of 16,000 from February 21; 325,000 were at work for fewer than 35 hours, an increase of 4,000 from the previous month; 161,000 had jobs but were not at work, a decrease of 15,000; and 172,000 were without jobs and seeking work, a decrease of 7,000.

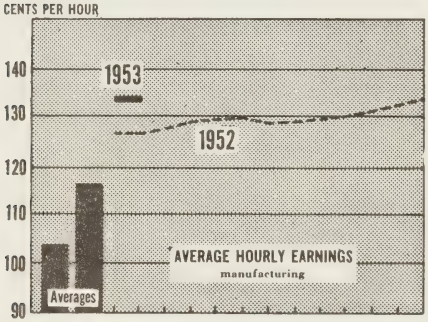
Of the 325,000 persons working fewer than 35 hours during the week, about 195,000 were reported as usually working part-time. Of the remaining 130,000, about 31,000 were employed on a short-time basis; 40,000 were away because of illness and 17,000 because of bad weather; the remainder were not at work for various reasons, including temporary lay-offs, vacations or industrial disputes. These proportions were not

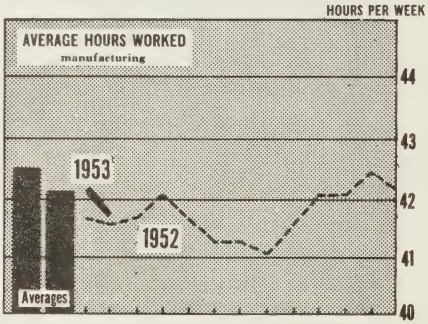
A Monthly *Labour Gazette* Feature

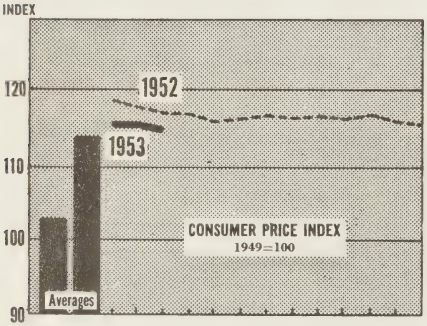
CURRENT LABOUR TRENDS

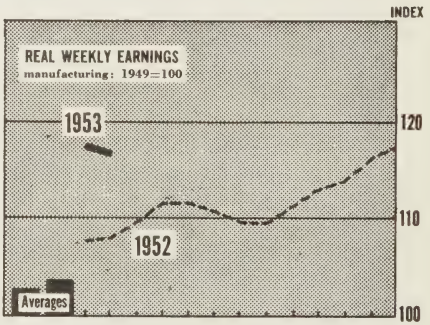


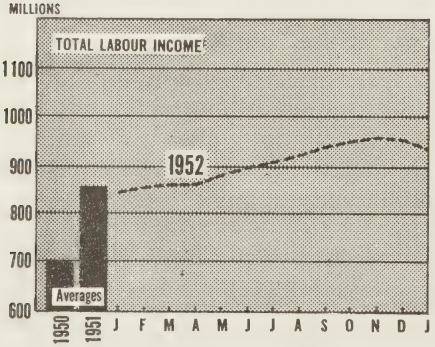


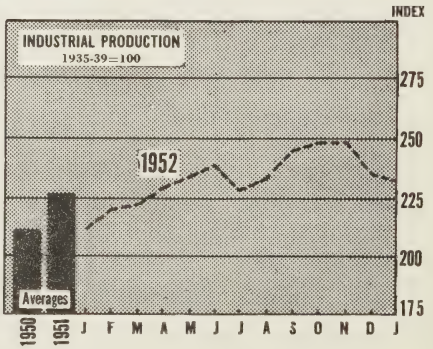












markedly different from those of the previous month.

Of the 161,000 persons estimated to have jobs but not working at all during the survey week, 82,000 persons were idle because of illness, the most important reason for absence from work. About 39,000 workers were laid off for the full week and 15,000 persons were on vacation. The only significant changes from the previous month were temporary lay-offs, which involved 13,000 fewer persons than in February, and absences due to illness, which involved 13,000 more.

It was estimated that 172,000 persons were without jobs and seeking work during the survey week. Another 12,000 worked part of the week but were also actively seeking other work, making a total of 184,000 persons actively seeking work during the week ending March 21. While the total was slightly less than for the week ending February 21 (193,000), the active labour force also contracted slightly, so that the ratio of this group to all paid workers in Canada (5 per cent) remained substantially the same.

Supplementary information with respect to regional patterns is available from data on registrations for employment, collected at local National Employment Service Offices. Between February 19 and March 19, 1953, the number of applications on file for all regions rose by about 6,000, bringing the total to about 408,000 at the latter date. The increase during the previous month was 17,000.

The largest increase took place in the Quebec region, where the number of applications increased by nearly 12 per cent, bringing the regional total to 149,800. The total in the Prairie region (55,300) also increased slightly while in the Atlantic region (60,300) it remained about the same. These three regional totals were all markedly higher than last year. On the other hand, the number of applications in the Ontario region (92,400) decreased by nearly 5 per cent during the month and the total was more than 16 per cent lower than at the same time last year. The number in the Pacific region (49,900) declined by more than 11 per cent during the month but was still somewhat higher than last year.

Unusually mild weather has been an important factor affecting employment during most of the winter. March was no exception, since the continuation of favourable weather conditions permitted the resumption of activity in many parts of Canada in such seasonal activities as construction, shipping and farming. Construction, in particular, began to reduce surplus labour supplies in the latter part of March and it is already apparent that the demand for construction workers may exceed local supplies in some areas during the months to come.

While seasonal activities of the kind noted above are now increasing as weather permits, heavy industry continues to provide many new job opportunities. By February 1, 1953, industries manufacturing transportation equipment, for example, were operating at employment levels more than 20 per cent higher than a year earlier, having increased their staffs by more than three per cent during January. Employment in manufacturing industries as a whole increased by 0.7 per cent during the month; the year-to-year increase was nearly seven per cent. The index of industrial production shows year-to-year gains of even greater magnitude.

Labour—Management Relations

AT mid-April, major developments occurred in collective bargaining which are expected to be significant in the 1953 industrial relations picture. Although comparatively few settlements had been reached in larger establishments, important negotiations were in progress in a number of industries, including coal mining, gold and base metal mining, water transportation and electrical goods manufacturing. A few building trades agreements have been signed but most of them are either in the negotiation or conciliation stages or are about to be bargained. Bargaining in the important West Coast logging and lumbering industry is expected to begin shortly.

Current Negotiations. In the coal-mining industry, both in the Maritimes and in the West, negotiations have been proceeding for some time between the United Mine Workers of America (CCL) and the operators. In both regions, conciliation assistance was given. Substantial wage increases requested by the miners, who number about 20,000, were rejected by the companies.

The United Steelworkers of America (CIO-CCL) is engaged in bargaining with several large gold and base metal mines in Northern Ontario and Quebec. The main issues appear to be wage increases and union security. In British Columbia, the International Union of Mine, Mill and Smelter Workers (independent), has begun bargaining in a few mines; negotiations are about to begin in others.

Several water transportation disputes are still undergoing conciliation. The most important of these disputes involves the Seafarers' International Union (AFL-TLC) and shipping companies on the West Coast, the Shipping Federation of Canada on the East Coast, and four of the major companies operating on the Great Lakes; the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and the Canadian National Newfoundland Steamship Service.

Little progress was reported in negotiations between the United Electrical, Radio and Machine Workers (independent) and the Canadian Westinghouse Co., Limited, in Hamilton and Canadian General Electric Company, Limited, covering its Toronto and Peterborough plants. At Peterborough, however, The International Union of Electrical, Radio and Machine Workers (CIO-CCL) has applied for certification to displace the United Electrical Radio and Machine Workers (independent). The IUE is also negotiating with the Phillips Electrical Works, Limited, Brockville.

Most of the building trades agreements signed so far have been relatively small ones between individual unions and various builders' exchanges. In Winnipeg, however, an agreement between 11 AFL-TLC building trades unions and the Winnipeg Building Trades Council provides a 10-cent hourly increase, effective May 1. Ordinarily, the various construction craft unions bargain separately with the employer groups but in Winnipeg the various unions joined together for bargaining purposes. In other building trades bargaining now in progress elsewhere in the country, the main demand is for wage increases.

The master agreement between West Coast logging and lumbering operators and the International Woodworkers of America (CIO-CCL) expires on June 14. Bargaining over a new agreement, involving more than 30,000 workers, was expected to begin during April.

A conciliation officer was appointed in a dispute involving more than 1,500 employees at the Polymer Corporation, Sarnia, represented by United Gas, Coke and Chemical Workers (CIO).

Strikes and Lockouts. A strike of 1,600 grain elevator workers at the Lakehead, represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC), was averted following a conciliation conference in Ottawa early in April. The dispute arose over the application of the five-day week and, following a strike vote, the union had threatened to call the strike beginning April 6.

The strike of 275 elevator employees at five storage elevators on the West Coast, which began February 16, was still in progress at the time of writing. The demands of the union, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CIO-CCL), are for increased wages, dust premiums, the inclusion of schedules of job classifications in the collective agreement and pay for eight statutory holidays instead of six.

For the first three months of 1953, preliminary figures show 38 work stoppages, involving only about 9,000 workers with a time-loss of 88,000 man-working days.

Preliminary Index of Wage Rates. Wage rates increased by 8.1 per cent during the 12-month period preceding October 1, 1952, according to the annual survey of employers conducted by the Economics and Research Branch. The index rose from 243.6 at October, 1951, to 263.3 at the same date in 1952 (1939=100). The increase in the preceding year was 12.8 per cent.

The six major industrial groups used to compile the general average all showed substantial gains but in only two of the groups, logging and service, were the increases higher than in the previous year.

The largest increase, 19.3 per cent, was in the logging industry, reflecting gains of 25 per cent in Eastern Canada and 3 per cent on the Pacific Coast. (The Eastern Canada figure is as of February, 1952, whereas the Pacific Coast figure is as of October). More modest gains were registered in the other four groups, ranging from 6.5 per cent in manufacturing to 10.3 per cent in transportation and communication.

Indexes of Wage Rates for Six Major Industrial Groups in Recent Years (1939=100)

Industry	1945	1949	1951	1952	Per Cent Increase 1951-1952
Logging	153.3	216.2	246.2	293.8	19.3
Mining	136.5	187.6	220.4	238.7	8.3
Manufacturing	146.5	217.9	261.6	278.7	6.5
Construction	131.1	184.2	217.2	235.1	8.2
Transportation and Communication	128.8	175.9	212.4	234.2	10.3
Service	135.4	195.0	222.0	239.6	7.9
General Average	**141.8**	**204.6**	**243.6**	**263.3**	**8.1**

Current Labour Statistics

(Latest available statistics as of April 10, 1953)

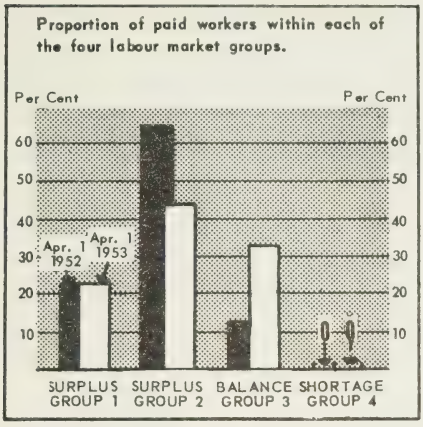
Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Mar. 21	5,192,000	—	—
Persons with jobs (a)	Mar. 21	5,020,000	+ 0.1	—
Persons without jobs & seeking work (a)	Mar. 21	172,000	— 3.9	—
Registered for work, NES (b)				
Atlantic	Mar. 19	60,283	— 0.7	+17.1
Quebec	Mar. 19	149,782	+11.9	+16.9
Ontario	Mar. 19	92,416	— 4.5	—16.5
Prairie	Mar. 19	55,326	+ 1.9	+12.2
Pacific	Mar. 19	49,935	—11.1	+16.8
Total, all regions	Mar. 19	407,742	+ 1.5	+ 6.7
Ordinary claims for Unemployment Insurance benefit	Mar. 1	308,757	— 1.5	+11.7
Amount of benefit payments	February	$18,505,590	+ 5.7	+30.7
Index of employment (1939=100)	Feb. 1	182.6	— 2.4	+ 2.7
Immigration	January	5,627	—24.6	—
Industrial Relations				
Strikes and lockouts — days lost	March	33,018	—	—52.3(c)
No. of workers involved	March	5,450	—	—55.9(c)
No. of strikes	March	21	—	— 7.3(c)
Earnings and Income				
Average weekly wages and salaries	Feb. 1	$56.54	+ 5.1	+ 6.3
Average hourly earnings (mfg.)	Feb. 1	$1.34	+ 0.1	+ 5.5
Average hours worked per week (mfg.)	Feb. 1	41.8	— 1.0	+ 0.5
Average weekly earnings (mfg.)	Feb. 1	$56.05	— 0.9	+ 6.0
Cost-of-living index (av. 1935-39=100)	Mar. 1	184.2	— 0.4	— 2.6
Consumer price index (av. 1949=100)	Mar. 1	114.8	— 0.6	— 1.8
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	116.4	— 0.7	+ 8.0
Total labour income $000,000	January	931	— 2.8	+10.0
Industrial Production				
Total (Average 1935=100)	January	232.6	— 1.2	+ 9.7
Manufacturing	January	245.3	— 1.3	+ 9.5
Durables	January	312.7	+ 2.7	+15.7
Non-Durables	January	202.1	— 5.0	+ 3.8

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas



BY the first of April the usual seasonal increase in employment in Canada was in progress. This was reflected by a change in the situation in seven areas from one of labour surplus to one of approximate balance between labour supply and demand. At April 1, the labour market was in balance in 30 areas, compared with 23 at the beginning of March. The number of areas in the Group 2 labour surplus category dropped from 56 to 49 during the month; the number in the Group 1 category remained unchanged at 36.

Compared with last year, more areas were in approximate balance between labour supply and demand (see table below). Moreover, because the increase in the number of these areas occurred mainly in the more heavily populated industrialized areas, the number of workers involved in the change was proportionately greater. Thus, while the number of areas in the balanced category rose from 25 to 30, the percentage of paid workers in this category increased from 13 to 33. Similarly, although there were three more areas this year in the Group 1 surplus category, the percentage of paid workers in this category was the same as a year earlier.

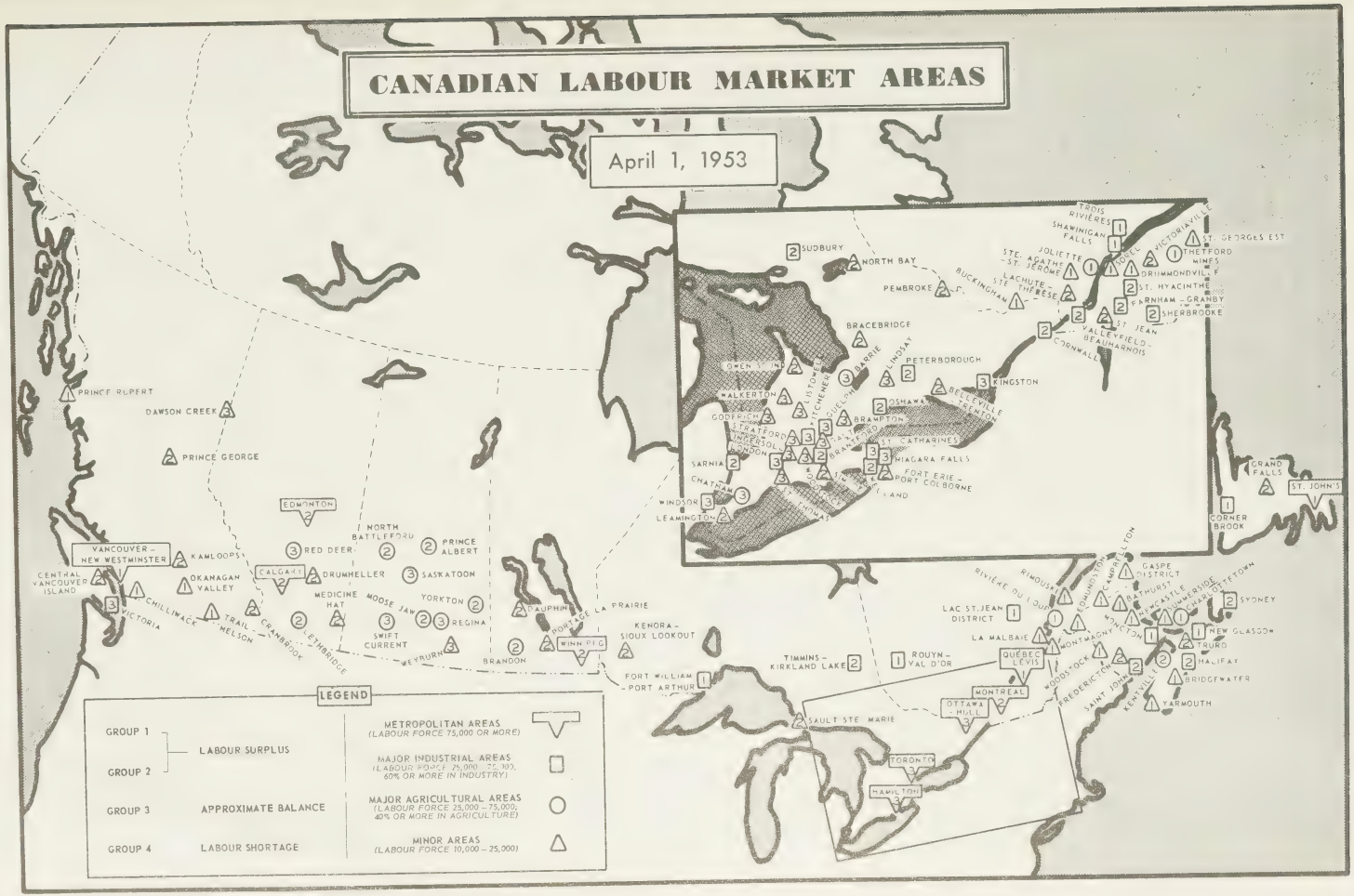
Most of the balanced labour markets (29 out of 30) are located in the Ontario and Prairie regions. In Ontario, the higher winter level of manufacturing and construction activity this year was accompanied by an earlier resumption of spring construction and farm work. Six of the seven additions to the balanced labour market category during March occurred in this region. On the other hand, the lower level of logging operations this year resulted in more and larger labour surpluses in the minor areas of the Quebec and Atlantic regions. Altogether, 13 of the 21 minor areas in the Group 1 labour surplus category are centres in which logging is a major activity during the winter.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952	Apr. 1 1953	Apr. 1 1952
Metropolitan	3	3	4	6	3	1	–	–
Major Industrial	8	9	15	18	8	1	–	–
Major Agricultural	4	3	7	9	6	5	–	–
Minor	21	18	23	24	13	15	–	–
Total	36	33	49	57	30	25	–	–

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, APRIL 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Montreal Winnipeg	Ottawa – Hull Hamilton Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural industry)	Corner Brook Fort William – Port Arthur Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Trois Rivières	Brantford Cornwall Farnham – Granby Halifax Oshawa Peterborough Saint John Sarnia Sherbrooke St. Hyacinthe Sudbury Sydney Timmins – Kirkland Lake Valleyfield – Beauharnois Welland	Guelph Kingston Kitchener London Niagara Falls St. Catharines Victoria Windsor	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Joliette Rivière du Loup Thetford Mines	Brandon Kentville Lethbridge Moose Jaw North Battleford Prince Albert Yorkton	Barrie Chatham, Ont. Red Deer Regina Saskatoon Swift Current	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Bridgewater Buckingham Campbellton Chilliwack Drummondville Edmundston Gaspé La Malbaie Montmagny Newcastle Okanagan Valley Prince Rupert Rimouski Sorel Ste. Agathe – St. Jérome St. Georges Est Summerside Trail – Nelson Woodstock, N.B. Yarmouth	Belleville – Trenton Bracebridge Central Vancouver Island Cranbrook Dauphin Drumheller Fort Erie – Port Colborne Fredericton Grand Falls Kamloops Kenora – Sioux Lookout Lachute – Ste. Thérèse Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie Prince George Sault Ste. Marie Simcoe St. Jean Truro Victoriaville	Brampton Dawson Creek Galt Goderich Ingersoll Leamington Lindsay Listowel Stratford St. Thomas Walkerton Weyburn Woodstock, Ont.	


CANADIAN LABOUR MARKET AREAS
April 1, 1953
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE
METROPOLITAN AREAS
(LABOUR FORCE 75,000 OR MORE)
MAJOR INDUSTRIAL AREAS
(LABOUR FORCE 25,000 - 75,000, 60% OR MORE IN INDUSTRY)
MAJOR AGRICULTURAL AREAS
(LABOUR FORCE 25,000 - 75,000, 40% OR MORE IN AGRICULTURE)
MINOR AREAS
(LABOUR FORCE 10,000 - 25,000)
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
VANCOUVER - NEW WESTMINSTER
CENTRAL VANCOUVER ISLAND
KAMLOOPS
OKANAGAN VALLEY
CHILLIWACK
VICTORIA
TRAIL
NELSON
CRANBROOK
LETHBRIDGE
EDMONTON
CALGARY
NORTH BATTLEFORD
RED DEER
DRUMHELLER
MEDICINE HAT
MOOSE JAW
SWIFT CURRENT
WEYBURN
PRINCE ALBERT
SASKATOON
YORKTON
REGINA
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
KENORA - SIOUX LOOKOUT
FORT WILLIAM - PORT ARTHUR
TIMMINS - KIRKLAND LAKE
ROUYN - VAL D'OR
SAULT STE. MARIE
SUDBURY
NORTH BAY
PEMBROKE
BUCKINGHAM
LACHUTE - STE. THERESE
STE. AGATHE - ST. JEROME
JOLIETTE
TROIS RIVIÈRES
SHAWINIGAN FALLS
VICTORIAVILLE
ST. GEORGES EST
THETFORD MINES
ORTHMONDVILLE
ST. HYACINTHE
FARNHAM - GRANBY
SHERBROOKE
ST. JEAN - VALLEYFIELD - BEAUHARNOIS
CORNWALL
BRACEBRIDGE
OWEN SOUND
PETERBOROUGH
KINGSTON
BELLEVILLE - TRENTON
OSHAWA
WALKERTON
GODERICH
STRATFORD
LISTOWEL
WOODSTOCK
INGERSOLL
LONDON
ST. THOMAS
SARNIA
CHATHAM
WINDSOR
LEAMINGTON
TORONTO
HAMILTON
BRANTFORD
GALT
KITCHENER
GUELPH
BARRIE
LINDSAY
BRAMPTON
ST. CATHARINES
NIAGARA FALLS
FORT ERIE - PORT COLBORNE
OTTAWA - HULL
MONTREAL
QUÉBEC - LÉVIS
RIVIÈRE DU LOUP
RIMOUSKI
LAC ST. JEAN DISTRICT
LA MALBAIE
GASPE DISTRICT
EDMUNDSTON
CAMPBELLTON
BATHURST
NEWCASTLE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
MONCTON
MONTMAGNY
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
FREDERICTON
SAINT JOHN
GRAND FALLS
ST. JOHN'S
CORNER BROOK

ATLANTIC

The number of persons with jobs in the Atlantic region again fell slightly during March. Both full-time and part-time workers were affected. At April 1, persons with jobs numbered 452,000 compared with 462,000 at the beginning of March. Workers were still being released from New Brunswick lumber camps during March and construction employment throughout the region remained almost unchanged from the levels of the earlier winter months, which were lower than those of the corresponding period in the previous year. By the end of the month, however, hiring had begun for defence and northern resource developments and some increases in employment had occurred at local construction sites.

Employment was higher this winter than last in the shipbuilding, food-processing and iron and steel industries in Nova Scotia and in the sawmills in New Brunswick, but logging activity was much reduced. Employment in most areas of New Brunswick, therefore, was lower in March than at the same time last year. A similar decline occurred in all but a few industrialized areas of Nova Scotia. Employment levels in Newfoundland were approximately the same as a year ago. For the region as a whole, employment levels were slightly lower than last year.

As in February, labour surpluses were reported in all areas in the Atlantic region during March. Of the 20 areas in the region, 13 were in the Group 1 surplus category. The remaining seven were in the Group 2 surplus category and represented 46 per cent of all paid workers in the region. At the same time last year, one area was in the balanced labour market category, eight in the Group 2 and eleven in the Group 1 surplus categories.

Metropolitan and Major Industrial Areas. Heavy labour surpluses continued in St. John's during March as industry generally awaited the quickening of activity in the spring. Logging employment improved slightly during the month as a heavy snowfall and frost provided suitable weather conditions for hauling operations. In the fishing industry, preparations were being made for the annual voyage to the Grand Banks.

Although labour surpluses declined slightly in four of the six major industrial areas during March, three remained in the Group 2 and three in the Group 1 surplus categories, as in the previous month. Employment was higher than last year in manufacturing industries in Halifax, where shipbuilding and fish-processing plants were most active. Shipping and waterfront activity, however, showed a considerable year-to-year decrease. Fish-processing plants in New Glasgow were slack and short-time operations were reported in some of the coal mines in this area. Work on the Canso causeway in Cape Breton will be increasing shortly as the contract for the construction of the lock has been awarded.

Major Agricultural and Minor Areas. Many farmers returned from work in the woods during March and most rural areas indicated a slight increase in labour surpluses during the month. Kentville, Grand Falls, Truro and Fredericton were classified in the Group 2 surplus category while the remaining nine areas were in the Group 1 surplus category. This was an increase of one area in the Group 1 category during the month.

QUEBEC

Full-time employment in all major industries, except logging, showed little change during March. The sharp reductions occurring in this industry, however, affected numerous workers, particularly in rural areas. The total number of persons with jobs dropped from 1,434,000 to 1,425,000 during the month and that of persons working 35 or more hours per week, from 1,318,000 to 1,306,000.

Although employment in logging and construction declined, compared with 1952, the total number of persons in the Quebec region with jobs was about 10,000 greater at April 1, 1953, than at the same time last year. Nine of the twelve leading manufacturing industries showed year-to-year increases and of these, the clothing, leather and transportation equipment industries recorded increases of 15 per cent or more. On the other hand, the primary textile, paper products and tobacco industries registered decreases in employment during the year.

The manpower situation in the province of Quebec showed little change from that prevailing in January and February, except for some minor areas where surpluses were larger. At April 1, 17 of the 25 areas in the region were in the Group 1 surplus category; the remaining eight were in the Group 2 category. These eight areas, however, represented 64 per cent of all paid workers in the region.

Metropolitan Areas. Although Montreal remained in the Group 2 surplus category during March, employment was gradually increasing. Workers laid off from various manufacturing industries at the beginning of the year were being recalled and skilled workers were being hired in the clothing, boot and shoe, aircraft and electrical appliances industries. A number of seamen were hired as a result of the unusually early opening of Great Lakes navigation.

No improvement occurred in the employment situation in Quebec City, however, the area remaining in the Group 1 surplus category. In spite of higher year-to-year employment levels in the boot and shoe, leather and clothing industries, labour surpluses were greater than at the same time last year mainly because of the large numbers of workers who came into the area seeking work.

Major Industrial Areas. Few new developments occurred in the employment situation in the major industrial areas in the Eastern Townships during March. Labour surpluses remained stable at a level generally lower than at the same time last year. In other industrial areas, however, loggers and construction workers were still being released during March. The Lac St. Jean, Rouyn–Val d'Or, Shawinigan Falls and Trois Rivières areas remained in the Group 1 category. In Lac St. Jean and Rouyn–Val d'Or, labour surpluses were substantially higher than in the same period in 1952.

Major Agricultural and Minor Areas. Employment decreased further in the rural areas of Quebec during March. Logging activity drew to a close in most areas and was not expected to increase until the river drive got under way late in April or early in May. Heavy labour surpluses, exceeding last year's high level, were reported in almost all areas. Increased employment of seamen was reported in towns bordering the St. Lawrence, but fishing was not active and little hiring was taking place at Sept Isles or at the Bersimis hydro-electric power site.

ONTARIO

Employment in Ontario, which has been at higher levels this winter than a year ago, began its seasonal increase early in February, about two weeks earlier than last year. The month of March saw an increase in employment of 20,000, the number of persons with jobs having risen from 1,803,000 to 1,823,000.

Seasonal expansion in the fishing, construction, ship-repairing and shipping industries provided an increasing number of workers in the region with employment. Moreover, employment gradually increased in the meat-packing, boot and shoe, rubber, automobile, and pulp and paper manufacturing industries, while furniture, electrical goods, and most iron and steel manufacturing plants continued at capacity production. The demand for farm help has been strengthening in the central southern part of Ontario and farm operations will be underway in most other parts of the region as soon as the ground is dry. Although the early spring heightened employment activity in most of Ontario, the closure of logging camps increased the labour surplus in some of the logging areas.

During March, seven local labour market areas in Ontario moved into the Group 3 balanced category, one moved from the Group 1 to the Group 2 surplus category, while another moved from the balanced to a surplus category. By the beginning of April, there were 23 areas with approximately balanced labour markets compared with 13 a year earlier and 17 a month earlier.

Metropolitan Areas. Increased hirings in the construction industry reduced the labour surplus in Hamilton during March, bringing its labour market into approximate balance. All three of the metropolitan areas, therefore, had approximately balanced labour markets by April 1. However, the influx of woods workers into Hull and Maniwaki during the latter part of March temporarily increased job applicants in the Ottawa–Hull areas, but many of these are expected to be re-employed for the log drive in April. Qualified secretaries and stenographers, as well as engineers, machinists, and machine shop workers were still in short supply in Toronto and Ottawa–Hull.

Major Industrial Areas. Employment increased in most of the major industrial areas during March. Increased employment in the automobile industry in St. Catharines and Windsor and in abrasives and iron and steel manufacturing in Niagara Falls brought these areas into the balanced category during the month. The opening of the shipping season and increased construction activity reduced the labour surplus in Cornwall. Although surpluses increased somewhat in Timmins–Kirkland Lake and Sudbury when bush workers were released, both areas remained in the Group 2 surplus category.

Major Agricultural and Minor Areas. Labour surpluses disappeared in Chatham, Leamington and Walkerton as spring farming operations began in central southern Ontario. On the other hand, a surplus developed in Sault Ste. Marie as closure of the logging camps in the area resulted in an influx of workers into the district. At the beginning of April, 13 major agricultural and minor areas had approximately balanced labour markets compared with 11 the previous month.

PRAIRIE

Heavy snowfall over most of the Prairie region in the third week of March delayed the expected increase in activity and the employment situation showed little change. At the end of the month, workers with jobs numbered 902,000, the same total as a month earlier. Within this total, however, 12,000 workers changed from part to full time employment, reflecting the more continuous operations made possible by milder weather.

Demand for farm labour increased markedly throughout the region and early shortages are foreseen in parts of Saskatchewan and Alberta. These may be aggravated by the large volume of construction planned for the region. Contracts for residential, commercial, defence, pipeline and highway construction were all markedly higher than last year. The increase in employment in construction and agriculture, however, was offset by the completion of pulp-cutting in northwestern Ontario and by further lay-offs in the Alberta coal-mining industry.

Labour surpluses existed in most areas at the beginning of April, although the proportion of areas in the surplus categories in the Prairie region was small when compared with the corresponding figures for the Pacific, Quebec and Atlantic regions. At April 1, one area was in the Group 1 surplus category, fourteen were in the Group 2 surplus category and six were in the Group 3 balanced category.

Metropolitan and Major Industrial Areas. Although labour surpluses decreased in Calgary, Edmonton and Winnipeg, the reduction was not quite sufficient to bring these areas into the balanced category. Heavy snow delayed the beginning of construction work, caused some lay-offs in transportation and prevented deliveries of livestock to packing plants. Hiring for the meat packing industry was at a seasonal low; yet, despite the re-opening of the United States market to Canadian cattle, meat-packing employment in the three cities remained considerably higher than last year. In Winnipeg, the clothing industry continued to expand as civilian demand increased and additional defence contracts were received. The industrial employment index in this city reached 210.5 (1939=100) in February, a year-to-year increase of five per cent.

Logging companies at the Lakehead completed cutting and hauling during March and released several thousand workers. As a result, Fort William – Port Arthur moved to the Group 1 surplus category. Many of the workers involved are not expected to be rehired until the river drives get under way in May.

Major Agricultural and Minor Areas. There were four changes in the classification of these areas during March. Saskatoon and Swift Current moved from a labour surplus to the balanced category as demand increased for farm and construction workers. Farther west, however, new labour surpluses developed in Medicine Hat and Drumheller following further reductions in employment at coal mines, almost all of which are now either on short time or completely closed. This early closure in the industry was caused partly by the mild winter and partly by the increasing use of oil and gas for heating.

PACIFIC

Employment in the Pacific region continued to increase as logging and construction operations moved towards peak summer levels. During March, persons working full-time increased by 11,000. The total number of persons with jobs showed a somewhat smaller increase, rising from 414,000 to 418,000. A comparison of these figures with those of the previous year indicates that there were about 5,000 more persons with jobs this year than last.

Although the level of employment was higher than a year earlier, the increase was very unevenly distributed among the main industries, most of it being in construction. This reflects the large labour requirements of the Kitimat development and of several hydro-electric power plants under construction. On the other hand, some of the main industries of the region experienced actual declines in employment over the year. Logging employment, for example, decreased by more than 3,500 and the unsettled dispute over herring prices reduced employment in the fishing industry by more than 50 per cent.

At the beginning of April, excess labour supplies still existed in most parts of the region. Five areas were in the Group 1 labour surplus category, four were in the Group 2 surplus category and one area (Victoria) was in the Group 3 balanced category. A year earlier the numbers of areas in these categories were three, six, and one, respectively.

Metropolitan and Major Industrial Areas. The gradual movement of loggers and construction workers to Kitimat and Vancouver Island continued during March, reducing the labour surplus in Vancouver—New Westminster by about 10 per cent. At April 1, however, the area was still in the Group 1 surplus category. The rate of hiring for the sawmill and logging industries was lower than in previous years and the lack of agreement between fishermen and operators sharply reduced fishing and fish-canning activities. The smaller amount of repair work in these industries, in turn, resulted in lay-offs and short-time work in machine shop, foundry, and shipbuilding firms.

In Victoria, the expected increase in construction employment was retarded by delays in starting several major building projects. Nevertheless, the labour supply decreased sufficiently during the month to bring the area into the Group 3 balanced category. Welders, burners, fitters and platers for the shipbuilding industry were in short supply. Most of the current surplus of construction tradesmen was expected to be absorbed during April.

Minor Areas. The employment situation in the minor areas at April 1, 1953, was unchanged from that of March 1, 1953, and April 1, 1952, with two exceptions. The only major increase in employment occurred in Central Vancouver Island, which during March this year moved from the Group 1 to the Group 2 labour surplus category, as additional logging areas recovered from the effects of winter. Because of excessive log inventories, however, most companies were operating below capacity, so that the labour surplus in the area was about one-third greater than at the same time last year. In Trail—Nelson, which is in the Group 1 surplus category, employment opportunities were restricted by the lower level of activity this year than last in base metal mining and lumbering.

Industrial Expansion, 1948-1952, in the Transportation Equipment Industry

THE construction of new plants or plant extensions in the Canadian transportation equipment industry from 1948 to 1952, inclusive, resulted in the creation of more than 21,500 new jobs, according to a survey conducted by the Economics and Research Branch of the Department of Labour. Total employment in the industry is estimated to have risen from 110,000 to 160,000 in the same period, an increase of 50,000. The construction of new plant facilities took place chiefly in the automobile, aircraft and diesel-locomotive sectors of the industry.

In the years 1948 to 1950, increasing consumer demand for automobiles and the conversion of Canadian railways from steam to diesel locomotives were responsible for the bulk of the new plant construction in the industry. Expansion in the aircraft sector was rapid in the following two years and was largely responsible for the fact that the greatest number of plant completions in the transportation equipment industry occurred in 1952, when a total of 16,400 new jobs was created through the completion of new plant facilities.

Employment in the industry showed opposing trends between 1948 and 1952. The index of employment declined from 218.4 in 1948 to 215.5 in 1950 (1939=100), largely because of a continued slump in shipbuilding and decreases in employment in the rolling stock and aircraft divisions. Subsequent rapid expansion in aircraft production, together with improved employment conditions in other branches of the industry, resulted in a general increase in employment after 1950. By 1952, the employment index had risen to an estimated figure of 297.8. The upward trend is expected to continue in 1953 as further plant completions are scheduled for the aircraft and automobile manufacturing industries.

Aircraft and Parts. The program for expanded aircraft production, begun in 1950, has been the largest single source of new labour demand in the transportation equipment industry. The production of military aircraft and engines has required the construction of additional assembly facilities and a large number of parts plants. The program resulted in the construction of 19 new plants and plant additions from 1950 to 1952, with total labour requirements of approximately 15,300 workers for full production. Four additional plants or extensions, to be completed in 1953 and requiring 1,300 workers, will conclude the present stage of the aircraft production program.

With two exceptions, new plant construction has been entirely in Ontario and Quebec near the two largest assembly plants in the industry, A. V. Roe Canada Limited at Toronto and Canadair Limited at Montreal. These two plants have also expanded capacity and have accounted for approximately half of the new employment in the industry from this source.

Expansion in 1953 will include estimated expenditures of more than

$8,000,000 for three large plants. The Rolls Royce Company is opening a large new engine plant at Montreal, which may employ 1,000 workers at capacity production. Bristol Aeroplane Engines Limited completed an addition to its repair plant in Montreal which will require 300 additional workers by the middle of 1954. The DeHavilland Aircraft of Canada Limited, has a $4,000,000 plant under construction which will replace present facilities and will not result in increased staff.

Motor vehicles and Parts. Twenty-nine new plants and plant additions, with labour requirements estimated at 4,400 workers, have been constructed in this sector of the industry since 1948. The value of new investment, involving expenditures of $52,000,000 for construction and $65,000,000 for new machinery during the five-year period, has been high in relation to labour requirements. This stems largely from the fact that most of the investment has been for purposes of modernization and replacement of facilities, which did not require additional employees.

Further increases in employment in the motor vehicles and parts industry are expected in 1953. It is estimated that 5,000 workers will be required to staff new plants coming into production this year. Most of these will be taken on at the new Ford assembly plant near Oakville, Ont. Another large plant slated for completion in 1953 is a part plants at Ajax, Ont., which is expected to hire 300 workers at full production. Four other plants and extensions under construction, with total expenditures of approximately $14,000,000, will not result in any employment increase.

Railway Rolling Stock. The past five years have seen the development of a new Canadian industry, the manufacture of diesel-electric locomotives. The gradual replacement of steam by diesel locomotives on Canadian railways has created a large volume of business not only for locomotive manufacturers but also for firms manufacturing electrical apparatus, since diesel engines contain a large number of electrical components.

Canadian companies already engaged in the manufacture of steam locomotives converted their facilities to enable them to manufacture diesel engines. In addition, one large assembly plant was built at London, Ont., providing employment for about 1,000 workers. This plant is at present expanding its facilities further. Other than this, there was little new plant construction in the industry from 1948 to 1952. A total of 1,200 new jobs was created through industrial expansion in this period.

In addition to the expansion in the above-mentioned sectors of the industry, four other new plants, with labour requirements totalling 600 workers, were constructed during the last five years. Two of these manufacture miscellaneous transportation equipment and two were extensions to shipyard facilities.

Employment in the transportation equipment industry increased by 45 per cent from 1948 to 1952. About half the increase is attributed to the construction of new plants and plant additions. Seventy per cent of the employment increase resulting from the expansion of plant facilities was in the aircraft and parts segment of the industry.

Notes of Current Interest

CCL Willing to Unite With TLC—Mosher

"The question of unity is one of the most important issues before the Canadian labour movement today," said A. R. Mosher, President of the Canadian Congress of Labour, speaking at the 16th annual convention of the International Woodworkers of America (CIO-CCL) in Vancouver.

"We are ready to enter into organic unity with the TLC the moment they indicate their willingness for such a move," he added.

He said the CCL was concerned only with the best means of representing the interests of Canadian workers and added: "There is not one CCL officer who would not willingly fall by the wayside if that would bring labour unity."

The TLC and the CCL have in recent months taken joint action on a number of issues and both have called for "unity of purpose" among all sections of Canadian labour.

TLC's 80th Anniversary Marked by Banquet

The Trades and Labour Congress of Canada is 80 years old this year. The anniversary was marked last month by a banquet in Montreal attended by some 250 labour leaders, industrialists and government representatives.

Percy Bengough, President of the 525,000-member labour organization, outlined the history of the labour movement and labour legislation in Canada. He said that the labour laws of today were a direct result of a long struggle by trade union pioneers.

"These men did not believe in changing our democratic way of life," said Mr. Bengough. "They believed in gaining the objectives of organized labour by constitutional means.

"They sought laws and better laws, under which unions would be recognized as legal entities, where collective bargaining could be carried out in a friendly atmosphere between the representatives of employers and employees, and where such negotiations failed to reach agreement a dispute could be settled by conciliation."

Mr. Bengough recalled the work of his immediate predecessors, the late Paddy Draper and Tom Moore, and earlier leaders such as O'Donoghue, MacMillan, Carter, Joyce and Magnew. He said that when the TLC was founded in 1873 there were no federal and provincial labour departments. One of the first resolutions of the founding convention of the Congress called for the setting up of a federal labour department. It was not until 1900 that this took place. Now, said Mr. Bengough, all these things are taken for granted.

Also Commemorated

The banquet also commemorated three other events: the 10th anniversary of the election of Mr. Bengough as President of the Congress; the 10th anniversary of the appointment of Max Swerdlow as Congress organizer in Quebec; and the 10th anniversary of the founding in Quebec of federal labour unions affiliated with the Congress.

R. F. Hepenstal, Vice-President of the American Can Company, addressed the gathering and pointed out that the fortunes of labour and management were inextricably bound together. He urged greater efforts towards mutual understanding in matters common to both.

Marine Unions of TLC Form Joint Council

A council of all marine unions in the Trades and Labour Congress of Canada, representing some 14,000 masters, mates, pilots, engineers, firemen, cooks and seamen, was formed March 17 in Montreal.

To be called the Joint Marine Council of the TLC, the new group comprises the National Association of Marine Engineers of Canada, Inc., the Canadian Merchant Service Guild of Masters, Mates and Pilots, and the Seafarers International Union of North America, Canadian District.

Consolidated Negotiation

The Council will consolidate the efforts of all member unions in negotiation and conciliation with shippers and steamship lines.

International Vice-President Hal C. Banks of the Seafarers International Union was elected President of the Council. Other council officers are: Capt. W. MacIntyre, First Vice-President; J. E. McGeough, Second Vice-President; and Capt. J. J. Deauriers, Secretary.

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CCL Rail Union Merges With AFL Railway Clerks

The 4,000-strong Brotherhood of Express Employees (CCL) last month joined the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). The merger, which followed a referendum vote by members of his union, was announced by Emmett Kelly, National Secretary of the Express Employees.

Membership of the AFL-TLC railway union, of which Frank Hall is Canadian chief, has been brought close to the 20,000 mark by the merger. It still falls about 15,000 members behind the membership of the Canadian Brotherhood of Railway Employees and Other Transport Workers, "Canada's biggest transportation union".

Confer on Uniformity of Job Accident Statistics

Representatives of Workmen's Compensation Boards from nine Canadian provinces met with federal government officials on March 27 and 28 with a view to developing a program of uniform industrial accident statistics.

At the present time, statistics compiled by the various Boards are not comparable because of variations in classification. The object of the program is to develop on a broad national basis a picture of the extent and cause of accidents and occupational illnesses in Canadian industries. Comparable statistics from the provinces will make possible the computation of frequency rates and severity rates, which will provide an indication of the relative degree of hazard in various industries.

In opening the meeting, Hon. Milton F. Gregg, Minister of Labour, stressed the potential value of such statistics for use in accident-prevention work. He also emphasized the co-operative nature of the program between the federal and provincial authorities.

The meeting was chaired by George V. Haythorne, Director of the Economics and Research Branch, Department of Labour. Those present from the provincial Workmen's Compensation Boards were: Irving Fogwill, Chairman, Newfoundland; L. J. McLellan, Prince Edward Island; D. R. Cameron, Nova Scotia; R. A. A. Burnham, New Brunswick; David Robillard and Gaston Barrette, Quebec; A. G. MacDonald, Ontario; G. L. Cousley, Chairman, Manitoba; D. S. Sinclair, Alberta; and F. H. Clark, British Columbia.

Participating in the discussions also were officials from the Department of National Health and Welfare, the Dominion Bureau of Statistics, and the Government Employees' Compensation Branch of the Department of Labour.

F. S. McElroy, Director, Industrial Hazards Branch, United States Bureau of Labor Statistics, also attended the two-day session.

New U.S. Labour Attaché Arrives in Ottawa

John A. Ballew is the new Labour Attaché at the United States Embassy in Ottawa. He succeeds Joseph Godson, who was transferred to London early this year (L.G., Dec., p. 1556).

Mr. Ballew has just completed 2½ years as Labour Attaché at the United States Embassy in Tokyo. Before that he served with the Bureau of Labour Standards, United States Department of Labour, and, earlier, as Director of Public Institutions, State of Washington.

TLC Names M. Swerdlow Director of Organization

Max Swerdlow, Chief Organizer for the Trades and Labour Congress of Canada in Quebec, has been appointed Organizing and Educational Director of the Congress.

Mr. Swerdlow has been a TLC organizer in Quebec since 1942. He will move from Montreal to Ottawa.

The congress also announced that Arthur E. Hemming will become Publications Director in addition to his present post as Executive Secretary. Leslie E. Wismer will continue as Public Relations and Research Director.

In 1952, Mr. Swerdlow attended the General Conference of the International Labour Organization as the Workers' Delegate for Canada.

Newfoundland Appointment

John H. Crann, Vice-President of the Newfoundland Federation of Labour (TLC), has been appointed to the Newfoundland Labour Relations Board to succeed W. J. May, who resigned to become Director of Apprenticeship in the provincial Department of Labour.

A supervisor at Bowater's Mill, Corner Brook, Nfld., he is also Vice-President of the Humber Trades and Labour Council and Secretary of Local 64, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Sharp Increase in 1952 In House Construction

Residential construction in Canada increased sharply during 1952, reversing the downward trend of the previous year.

The annual report of the Central Mortgage and Housing Corporation, tabled in the House of Commons recently by Hon. R. H. Winters, Minister of Resources and Development, revealed that housing starts numbered 83,246 compared with 68,579 in 1951. The 1952 rate was about equal to that of 1950.

A total of 76,302 houses was completed in 1952 compared with 84,810 in 1951. This decline was due to fewer unfinished houses being carried over from 1951.

Reasons given by the Minister for the increased construction activity in 1952 were the greater availability of mortgage money, materials and labour and stable prices.

The report said there is reason to believe the high level of housing starts may continue into 1953. But it warned that availability of mortgage money and of serviced land will become increasingly important as a brake upon house building.

Post-War Housing Record Set in United Kingdom

A post-war record of house construction was set in the United Kingdom in 1952. During the year, 239,922 dwellings were completed.

This figure compares with 194,831 constructed in 1951. The total in 1946 was only 55,400.

Since the end of the war, 1,256,270 new dwelling units have been built in the United Kingdom.

The Government's tentative target for 1953 is 270,000 new houses. At the beginning of the year, some 280,000 houses were already in the process of construction.

Brief Urges Added Aid To Employable Jobless

Assistance beyond the present range of unemployment insurance to unemployed persons capable of working was advocated in a brief submitted March 20 by the Canadian Welfare Council to the Prime Minister and members of the Cabinet.

The Council maintained that after unemployment insurance runs out, aid to the employable unemployed should be a matter of public assistance such as now is extended to unemployables. Also, such assistance should cover the one-fifth of the five million workers in Canada who are not under unemployment insurance.

The Council urged that machinery for the plan be set up immediately to be ready in the event of heavy unemployment developing. It suggested that the program be administered by the provincial governments, with the federal Government paying a percentage of the cost of administration and the bulk of the benefit payments.

The brief was presented simultaneously to the provincial governments.

CNR Begins Survey of Its Labour Relations

The Canadian National Railways has begun a survey of its labour relations. This was revealed in the CNR's 1952 report to Parliament.

A condition of recurring crises is "detrimental to the best interests of employer and employee alike, and highly undesirable from the standpoint of the general public," the report said.

It has become increasingly clear, the report continued, that, "despite a generally harmonious background, the wage-bargaining aspect of relations between the railways and representatives of the organized employees leaves something to be desired".

Purpose of the survey, according to the report, will be to "examine objectively and in the light of modern conditions the whole context of labour-management relations".

Particular attention will be given to "the mutual responsibilities which devolve upon officers of the railway and of the unions".

Triple Time for Working On Holidays at U.S. Plant

A contract providing triple time for holiday work has been signed by the Goodyear Tire and Rubber Company and the United Rubber Workers of America (CIO).

The first major collective bargaining agreement in the United States since the new Administration in Washington took office, the contract provides for triple time for work on six paid holidays and a two-weeks' vacation after three years of employment. The previous contract called for a two-weeks' vacation after five years.

The two-year agreement contains 25 basic improvements covering all non-wage matters, such as severance pay, leaves of absence, safety and health. A clause permits wages to be discussed on 30 days' notice.

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Board Criticizes Firm For Move to Bar Union

Notwithstanding the fact that the employer had given up its factory and all employees had received a week's notice before the Board set, a Quebec Arbitration Board appointed in January to arbitrate the preamble and all other clauses of a proposed agreement between Times Square Clothing and Amalgamated Clothing Workers of America (CIO-CCL), local 115, handed down a majority decision finding the agreement submitted "one that the employer can properly sign".

Chairman Bernard Rose, QC, who sided with the employees' representative, viewed the company's decision to move from Joliette to St. Gabriel de Brandon as "a clever move on the part of the employer and in all likelihood designed to influence the Board in the carrying out of its mandate".

No Prior Notice

Having received no prior notice, however, the Chairman decided to proceed and to discuss whether it could recommend adoption of the agreement submitted to the Board. The Chairman states in his report that the fact that the dismissal of the employees was signified to the Board after it had been constituted as "certainly suspicious" and adds that he felt justified in concluding that "the employer was determined to do everything he could to avoid entering a collective agreement with the union".

The agreement which the Board recommends be accepted by the employer is almost identical to the collective agreement presently existing between the Associated Clothing Manufacturers of the Province of Quebec, Inc., and the Montreal Joint Board of the Amalgamated Clothing Workers of America. Times Square Clothing company, however, is not a member of the Association.

In rendering its decision the Board states:—

> It is therefore all the more regrettable that, in view of the collective labour contract presently in effect between the parties above-mentioned, an employer who is not a member of the Association should adopt an attitude the reverse of conciliatory.

The Times Square clothing factory is being taken over by the S. Farbstein Company Inc. but there is no obligation for this company to employ the dismissed workers.

The Board remarks on this:—

> It does not seem fair that employees who have, for several years, loyally served this employer should be dismissed and deprived of an opportunity to earn their livelihood in the city in which they live, because of his apparent hostility towards the union which seeks to enter into an agreement with him.

The minority report by the employer representative states that "the proposed agreement is unfair, onerous and not in accordance with the principle of equity, justice and good will".

Cardinal Urges CCCL To Assert its Vitality

His Eminence, Cardinal Paul Emile Léger, Archbishop of Montreal, has urged the Canadian and Catholic Confederation of Labour to set up strong, effective organizations which will assert the vitality of the Confederation and bring legitimate pride and proof of maturity to the whole labour movement.

The new cardinal suggested this policy at a reception held for him in Montreal, early in March, by the leaders of the CCCL.

"For you," the Montreal archbishop stated, "trade-unionism is not merely an instrument for claiming your rights. You want it to be also an effective means for carrying out your duties."

Cardinal Léger quoted the following passage from a recent message of His Holiness, Pope Pius XIII: "What, after all, is the essential aim of trade unions, if it is not the practical affirmation of the fact that man is the subject and not the object of social relations; to protect the individual faced by the collective irresponsibility of anonymous owners; to represent the person of the worker before those who tend to consider him as a mere productive force with a set price."

"Road to Ruin"

The new cardinal also recalled the Pope's warning to the effect that "the whole world is on the road to ruin if men continue to seek remedies for social evils in greater productivity directed solely towards the consumption of goods".

Cardinal Léger, who has been called in certain circles "the workingman's cardinal", then called upon the CCCL to set up educational, mutual aid and charitable services, to endow trade-unionism with strong, effective organizations—information, employment and social security services—to "assert your vitality in works which will bring legitimate pride and proof of maturity to the whole labour movement".

CCL Sets Up Fund to "Protect" Que. Workers

The Canadian Congress of Labour is establishing a defence fund "to protect the rights of Quebec workers to bargain collectively". Decision to set up the fund was made unanimously by the Executive Council of the CCL at a meeting in Ottawa, March 5.

Explaining this action, Donald MacDonald, CCL Secretary-Treasurer, said: "Conditions which our own and other unions have faced in Quebec make it obvious that workers in that province are facing extreme handicaps in their efforts to exercise what is recognized in the letter of Canadian law as the right to organize into unions of their choice and to bargain collectively. The most recent example has been the strike* of the Oil Workers International Union, an affiliate of our Congress." Despite the fact that the union was recognized by the Quebec Labour Relations Board, he added, the company refused to meet union representatives.

Mr. MacDonald also cited the strike of the Canadian and Catholic Confederation of Labour in Louiseville.†

The CCL Executive Council established a committee composed of Mr. MacDonald; C. H. Millard, Canadian Director of the United Steelworkers of America; George Burt, Canadian Director of the United Automobile Workers; and Alex McAuslane, Canadian Director of the International Oil Workers to administer the fund.

Montreal Building Trades Open Apprentice Centre

The Montreal Building Trades Apprenticeship Centre, a million-dollar building, was officially opened March 23 by Hon. Antonio Barrette, Quebec Minister of Labour.

The structure was built with funds provided by the Joint Montreal Committee of the Building Trades, comprising trade unions and representatives of the building industry, and by the provincial government, which contributed one-third of the cost.

The new building, known as "Carpenters' Hall", permits building of full-size houses inside it. Apprentices of the various building trades do the construction work under the supervision of skilled instructors.

Galleries allow other apprentices to watch every phase of the work.

Mr. Barrette described as "something unique" the co-operation between labour unions and the Montreal Builders' Exchange in the solution of the manpower shortage problem in the building trades which existed at the end of the war.

UAW Council Devises Apprenticeship Plan

A formula for employing one apprentice for each eight journeymen in industries where training facilities are available has been devised by the United Automobile Workers (CIO-CCL). Major industries will be approached by the union with requests that the plan be implemented.

The formula, adopted at a meeting of the union's skilled trades council in London, Ont., early last month, applies to boys with high school graduation or the equivalent.

Equal Pay Laws Urged By U.S. Conference

Federal legislation embodying the principle of equal pay for equal work, to be enacted as soon as possible, and state legislation where it does not already exist were called for by the National Conference on Equal Pay sponsored by the Women's Bureau of the United States Department of Labour. Improvement of state laws where they are inadequate is also sought.

The conference was called at the suggestion of the Women's Advisory Committee on Defence Manpower and met in Washington in the spring of 1952. In attendance were representatives, both men and women, of national women's organizations, trade unions, employer associations, civic groups and administrators of state equal pay laws. A report of the conference has just been made available by the Women's Bureau.

To achieve this end, the conference recommended that an intensive educational campaign be carried on at national and local levels to "inform and influence employers, employees and the general public". This, it was agreed, would require the use of all channels available to women's organizations, the Women's Bureau, trade unions, community organizations, the press and radio.

A small continuing committee was appointed from the conference to further the objectives agreed upon.

*Called off March 20 after lasting eight months, since July 19, 1952. Most of the 500 workers who struck have now returned to work.

†Began March 10, 1952; ended February 20 (L.G., March, p. 361).

Prospects Bright for Graduates This Year

Employment prospects for university graduates and undergraduates in 1953 are bright according to present indications.

There is a stronger demand for graduates in some faculties than in others. In engineering, for example, employment officials estimate there will likely be more openings available than graduates to fill them. There is also a strong demand for Bachelor of Commerce graduates in banks, trust and insurance companies, other financial institutions, manufacturing industries and large scale merchandising firms. Many Commerce graduates also would be entering chartered accountants' offices to work for their chartered accountant degrees.

These estimates are based on replies received from questionnaires mailed to some 7,000 Canadian employers last December. Up to March 3, 2,558 replies had been received. These replies offered 3,472 jobs for graduates and 6,735 summer jobs for undergraduates. This is exclusive of openings for both graduates and undergraduates in the government service and the armed forces.

Included in the 3,472 openings for graduates received up to March 3 were requests for 404 Bachelor of Commerce graduates, 329 mechanical engineers, 296 electrical engineers, 284 civil engineers, 184 chemical engineers, 89 mining engineers, 41 metallurgical engineers, 140 graduates in medicine and 93 social workers.

Many employers stated they would need graduates or undergraduates but were not listing their requirements as they would take advantage of the facilities of the National Employment Service offices established at some of the universities in order to have personal interviews with students.

College Attendance Rises 175 Per Cent Since 1921

University attendance in Canada has increased 175 per cent in the last 25 years, it has been found as the result of a survey by the Economics and Research Branch of the Department of Labour in co-operation with the Executive and Professional Division of the National Employment Service.

During the same period the population in the age group 18 to 22, which includes most college entrants, increased only 45 per cent.

High school attendance increased 150 per cent during the same period, while the age group 13 to 17 increased only 29 per cent.

In 1901, the survey showed, there were fewer than three engineers for every 1,000 non-agricultural workers in Canada; today there are more than eight. This indicates a trend towards the necessity for an increasingly larger proportion of the work force to be university-trained.

The sample survey was made of 417 Canadian firms employing some 15,000 professionally trained persons and whose total employment represented almost 14 per cent of all wage and salary earners in Canada.

Reuther Wins Fifth Term As UAW President

Walter Reuther has been unanimously re-elected President of the United Automobile Workers for his fifth straight term in ballotting at the union's annual convention in Atlantic City, N.J.

Secretary-Treasurer Emil Mazey and Vice-Presidents Richard T. Gosser and John W. Livingston were also returned without opposition.

Mr. Reuther first gained the UAW presidency in 1946, when he defeated R. J. Thomas, who had held the office for seven years.

Shortage of Engineers May be Relieved Soon

The shortage of engineers in Canada's expanding industries may be partially relieved in a few years if the present trend toward engineering as a career continues. A report of the Executive and Professional Division of the National Employment Service shows that new registrations in engineering at Canadian universities in 1952 numbered 2,714, compared with only 1,852 in 1951 and 1,649 in 1950.

Preivous experience has shown that wastage by drop-outs, failures, changes to other courses, etc., may run from 20 to 25 per cent over a four-year course. This means that probably not more than 2,000 to 2,200 of the 2,714 students who began engineering studies in 1952 would actually graduate in 1956.

The substantial increase in engineering registrations in 1952 was due in no small measure to the publicity given to the shortage of engineers and also the efforts of National Employment Service officers who, during the past year or two, have done a great deal of vocational counselling to senior high school students in the course of which opportunities in the engineering field were outlined.

John V. Riffe Chosen To Succeed Haywood

According to Stanley Levey of the *New York Times,* leaders of the Congress of Industrial Organizations have agreed on John V. Riffe as successor to the late Allan S. Haywood as CIO Executive Vice-President. Mr. Riffe is Southern Organizing Director for the CIO.

If his selection is approved by the CIO executive board, Mr. Riffe will serve until the next convention.

Mr. Riffe, a member of the United Steelworkers of America, was a leader in the organizing campaign in the mills of the Bethlehem Steel Company before the United States entered the last war. After the war he began to organize for the CIO in the South; for the last two years he has directed CIO forces there.

Under the CIO constitution, the Executive Vice-President takes over the presidency whenever the President is unable to serve. He also acts as Director of Organization and Director of CIO Industrial Union Councils in all parts of the country.

O. L. Garrison, also a member of the Steelworkers and a former secretary to John L. Lewis, has been named as Mr. Riffe's chief assistant. R. J. Thomas, former President or the United Automobile Workers, has been appointed to fill the next position on Mr. Riffe's staff.

D. J. McDonald Confirmed As Steelworkers' Chief

David J. McDonald, appointed President of the United Steelworkers of America by the union's executive to succeed the late Philip Murray, has been confirmed in the position by a rank-and-file election conducted in February, the results of which were announced March 11.

Mr. McDonald is only the second president the Steelworkers Union has had since its founding in 1936. The late Mr. Murray, who died last November 9, was the first.

428 Fatalities in 1952 In Ontario Industry

In 1952, 209,974 work injuries were reported to the Ontario Workmen's Compensation Board, Labour Minister Charles Daley has announced. Of this number, 428 were fatal. In 1951 there were 202,645 accidents and 421 fatalities reported.

The cost of compensation and medical aid awarded by the Board was $29,000,000, compared with $25,000,000 in 1951. More than $563,000 was paid out to safety and accident prevention associations by the Board in 1952.

The Minister reported that in 1952 automatic coverage for their employees was received by 49,917 employers as compared with 47,858 the previous year. During 1952, 3,736 patients were admitted and 3,772 discharged from the Board's rehabilitation centre at Malton, Ont. This was an increase of 85 patients treated over 1951.

"Despite a tremendous expansion of industrial workers," said Mr. Daley, "Ontario's industry and accident prevention groups are to be congratulated for keeping 1952 accident fatalities almost identical with 1951."

Israeli Unions Vote To Bar Communists

The secretariat of Israel's General Federation of Labour (Histadrut) voted recently to ban the Communist Party from the organization. It described Communists as "avowed enemies of the Jewish nation, the State of Israel and the Hebrew workers movement".

The secretariat also voted to take court action to suspend all Communist office holders and expel all Communist Party representatives from the membership of the Federation.

Attacks upon the Zionist movement by Communist governments and incitement against Jewish immigration to Israel were given as reasons for the secretariat's action. The secretariat's six-to-two vote decision is expected to be confirmed by the 210-man Histadrut council.

2 Italian Union Groups Join Against Communists

The two outstanding democratic labour groups in Italy have signed an agreement to collaborate against communism. The agreement was reached under the auspices of Vincent Tewson, chairman of the International Confederation of Free Trade Unions.

The two groups are the *Confederazione Italiana Sindacati Lavoratori* (Italian Confederation of Workers Unions) and the *Unione Italiana Lavoratori* (Italian Workers Unions). These two bodies claim a membership of 2,000,000, compared with the claim of the Communist-dominated *Confederation Generale Italiana del Lavoro* (Italian General Confederation of Labour) of 5,000,000 members.

Law to Bar Communists From U.S. Unions Urged

Legislation which would bar a member of a Communist organization from holding office in or being employed by any labour organization and which would permit the discharge of persons who are members of subversive organizations was recommended recently by a Senate subcommittee investigating internal security in the United States.

In its report on the International Union of Mine, Mill and Smelter Workers, the subcommittee also recommended that officers of the union who were named as Communists by witnesses during the investigation, and who had signed non-Communist affidavits required under the Labour Management Relations Act of 1947, be considered for prosecution by the Attorney General on charges of perjury.

TLC and CCL Support Rehabilitation of Disabled

"Wherever it is possible for a handicapped person to return to his former occupation, this should be arranged; otherwise he should be placed in an occupation where his productive ability can be fully utilized," the Trades and Labour Congress of Canada and the Canadian Congress of Labour have declared in a joint statement.

The declaration was in answer to criticism that labour unions generally were opposed to the employment of handicapped persons. Such criticism is wholly unjustified, the statement said.

"Both Congresses strongly support the principle of rehabilitation and the employment of disabled persons to the fullest extent," the statement declared.

Health Insurance Plan Introduced in Congress

A bill for a voluntary national health and hospitalization insurance plan was recently introduced in the United States Congress.

Providing universal coverage through a federal-state grants-in-aid program, the plan would be administered by the states and local communities rather than by the federal Government.

Under the proposal, both old and new plans could qualify for federal-state aid provided their premium rates were based on a percentage of the subscribers' gross income. To participate, a state would have to set up a state health council and regional health authorities. A "national yardstick" of services and benefits would be established and the cost of coverage would be estimated by authorities for each region but the charge for a comprehensive range of benefits would be not less than $150 per year.

A plan could offer more or less comprehensive benefits than those contained in the "national yardstick". The minimum charge for participating in a plan would be $6 per year and deficits of any plan would be paid by the state out of federal grants-in-aid.

The bill also calls for the creation of a bipartisan Federal Health Study and Planning Commission, expansion of the hospital construction aid program and the provision of federal grants-in-aid to assist in developing and expanding medical and nursing schools.

U.S. Commission Advises Federal Aid to Health

Federal-state co-operation in establishing and financing a comprehensive medical service for all persons in the United States was recommended by the President's Commission on the Health Needs of the Nation in the report it gave to Mr. Truman before he left office January 20.

The Commission was set up by the ex-president at the beginning of 1952. Testimony was taken from experts, previous studies were reviewed and public hearings were held in eight cities in different parts of the country.

Headed by Dr. Paul B. Magnuson of Chicago and composed of 14 professional and lay members, including representatives of labour and consumers, the Commission came to the unanimous conclusion that many persons in the United States do not get and are not able to pay for personal and preventive care of family physicians as well as specialists and hospitalization. It declared that the comprehensive services which people need and want can best be furnished through group medical practice, bringing general practitioners and specialists together in organized professional groups.

The chief recommendation of the Commission is for a program of federal-state co-operation, with federal grants to assist each state in developing a plan of personal health services for all persons. Part of the federal funds would be used by the states for the general population and part for the extension and improvement of medical care for persons receiving public

assistance and for mental disease, tuberculosis and other long-term illnesses. Both private and public agencies and resources would be used. The states would define local and regional areas for the organization and furnishing of services in cooperation with the health professions.

Federal aid would be given to private and public health insurance plans, which would supply the services of both the family doctor and specialists. The report suggests that at least half the members of the governing bodies of these insurance plans be representatives of the consuming public.

According to the Commission's proposals, those who can afford it would meet their doctors' bills on a prepaid basis if they wished to join the government-sponsored plan. For those unable to pay, the federal and state governments would contribute part or all of the costs. Under the scheme, membership would be voluntary, states would be free to participate or not, patients would be allowed to choose their own doctors and the medical profession would be unfettered in its practice.

Other recommendations of the Commission are: loans from federal funds to assist in the development of group medical prepayment plans, continuation of the federal hospital construction program, federal assistance for medical education and research, federal aid for local health departments, and the establishment of a federal departmenet of Health and Social Services headed by an officer with cabinet rank.

The Commission also recommends the establishment of a permanent Federal Health Commission to make continuing studies and recommendations.

The cost of the proposed program to the federal government is estimated at $750,000,000; with the specialized recommendations, at one billion dollars. Declaring that the United States could well afford these expenditures, the Commission's report states: "The nation cannot afford to neglect the measures for which these funds would be used. In the better health of our people and increased productivity these expenditures would lead to a net saving."

The Commission's report was presented to officials of the new administration for their consideration.

Health Insurance Plans Being Surveyed in U.S.

Four surveys of health insurance plans are now underway in the United States. The studies, being undertaken by the Health Information Foundation, will be devoted to a nation-wide examination of how voluntary plans are working and where greater coverage and benefit provisions are required.

The four projects are:—

1. A national sampling of households to see how family medical costs are related to health status and how the insurance plans affect this relationship.

2. A more intensive study of these points within certain communities, including the impact of "catastrophic" illnesses not covered by some insurance plans.

3. A study of how existing voluntary plans might be extended to include groups not now covered, e.g., farmers and other self-employed persons.

4. A study of the relationship of family debts to illnesses and medical costs.

All the surveys except the third will be completed this year; the third may take until 1955.

The Health Information Foundation is a non-profit, non-political organization supported by the drug, pharmaceutical, chemical and allied industries.

U.K., Australia Plan to Reciprocate on Welfare

A reciprocal agreement enabling United Kingdom citizens in Australia and Australian citizens in the United Kingdom to enjoy social service benefits in the country of their adoption without the usual long-term residence requirements has been approved by the Australian Government.

Negotiations for the agreement began in 1946 and were concluded last year. Considerable difficulty was encountered in that pensions and certain other benefits under the U.K. scheme are on a contributory insurance basis, whereas the Australian scheme is non-contributory and is financed from taxation.

Citizens of the United Kingdom who were in the National Insurance scheme and now reside in Australia will receive any United Kingdom pension they are entitled to and will, subject to a means test, have their pension supplemented by Australia to bring it up to the current pension rate in that country.

Other benefits covered by the agreement are invalid pensions, child endowments and unemployment and sickness insurance. In general, all residence tests will be waived.

The United Kingdom will reciprocate and, broadly speaking, will give to all persons arriving from Australia the necessary insurance credits, based on their Australian

residence. The agreement also contains provisions to safeguard the social service rights of people who take temporary residence in either country.

The agreement has not yet been signed and Australian government officials expect it will be several months before it can come into effect.

Extracts from Hansard of Interest to Labour

Education of Immigrants

February 18

Hon. W. E. Harris (Minister of Citizenship and Immigration): Hon. members will be interested to know that it is the intention of the Government to provide in the supplementary estimates for a sum from which grants may be made to provincial Governments with respect to the education of our newcomers in citizenship. It is a well recognized fact that the sooner the newcomers are made familiar with the English or the French language, the habits and customs of the Canadian people, our history, our form of government, and our democratic processes, the sooner they will become useful and productive citizens. There are at the moment approximately 45,000 adult newcomers attending citizenship classes in the various provinces and we hope that these classes will be continued and increased in number.

The grant to each provincial Government would be one-half the amount contributed by the provincial Government for these citizenship classes. Letters are going forward to each provincial premier advising him of this and inviting his government to join in making a suitable agreement.

Unemployment Insurance Fund

February 18

Mr. Knowles:

1. What is the total amount of money now in the unemployment insurance fund?

2. What was the total amount in the fund one year ago; two years ago; five years ago; ten years ago?

3. Has consideration been given by the Government or by the Unemployment Insurance Commission to the size of the fund, as to whether it is overfunded, or too large? If so, what is the result of such consideration?

4. Has consideration been given to increasing the benefits available to those insured under the fund? If so, what is the result of such consideration?

Mr. Coté (Verdun-La Salle):

1. January 31, 1953: $862,371,504.10.

2. (a) January 31, 1952: $776,134,110.49;
(b) January 31, 1951: $654,051,465.58;
(c) January 31, 1948: $435,682,436.15;
(d) January 31, 1943: $101,471,458.29.

3. Annually, in accordance with the statute, the Unemployment Insurance Advisory Committee has reported on the status of the unemployment insurance fund. Extracts from the last three reports of the Committee are as follows:—

1950. While a great deal of valuable information has been accumulated over the past nine years, the period of the war and the ensuing years of very high employment do not appear to the Committee a period likely to be sufficiently representative to yield dependable results on which to judge the future workings of the fund.

1951. The fact that so large a proportion of the contributions was required to meet the benefit payments in a year of high employment shows that there may not be an unduly large margin for bad years. It is reassuring, therefore, that as a result of the sustained high level of employment ever since the Act came into effect the fund provides a substantial reserve against adverse conditions.

1952. The Committee reports that the unemployment insurance fund, in its judgment, is in a sound position.

4. When the Act came into force in 1940, the maximum weekly benefit was $14.40. On the recommendation of the Unemployment Insurance Commission and the Advisory Committee, the rates have been increased by amendments to the Act in 1948, 1950 and 1952, and the maximum weekly benefit is now $24. Supplementary benefits were introduced in 1950 and a number of other amendments have been made from time to time, such as the reduction in the waiting period, which have tended to increase the benefits available.

Equal Pay for Equal Work

February 25

Mrs. Ellen L. Fairclough (Hamilton West) moved the first reading of Bill No. 188, to provide equal pay for equal work for women.

Motion agreed to and bill read the first time.

Colombo Plan

February 26

Mr. Knowles:

1. Since the end of World War II how many persons from countries other than Canada have received training in Canada under the provisions of the Colombo Plan, the United Nations Technical Assistance Program, or any other plan designed to assist in the development of under-developed countries?

2. From what countries have such persons come, how many in each case, and how many in each year since the end of World War II?

3. What is the total amount spent to date for the training of those referred to in question (1), including transportation, maintenance or any other costs met by Canada?

Mr. Claxton:

1. 243 students are receiving training or have received training in Canada since January 1, 1951, under arrangements made by the technical co-operation service of the Department of Trade and Commerce. Of these, 99 came under the Colombo Plan, 123 under United Nations programs, 16 under UNESCO, 3 under FAO and 2 under ICAO.

2. Antigua (1), Austria (1), Australia (1), Brazil (5), British Guiana (2), British West Indies (4), Burma (1), Cambodia (1), Ceylon (9), Chile (2), Colombia (3), Cuba (1), Denmark (2), Dominica (1), Ecuador (2), Egypt (4), Finland (10), Formosa (2), France (2), Gold Coast (2), Greece (2), Haiti (8), India (66), Indonesia (3), Iran (8), Iraq (2), Israel (4), Jordan (3), Korea (10), Malta (1), Mexico (1), Nicaragua (1), Nigeria (1), Norway (2), Pakistan (53), Philippines (3), South Africa (1), Sweden (1), Switzerland (2), Syria (4), Thailand (3), Trinidad (1), Uruguay (2), Venezuela (1), Virgin Islands (2), Yugoslavia (2). Total 243, of whom 115 came in 1951 and 128 in 1952.

3. $334,748.88 have been spent on the 99 Colombo plan trainees. Since the United Nations programs are administered by that body and its specialized agencies, it is not possible to indicate how much of their funds may have been spent in Canada. Canada contributed $1,600,000 to the United Nations Expanded Technical Assistance Program from July 1, 1950 to December 31, 1952.

Records are complete for trainees handled through the technical co-operation service since its inception. Prior to this, arrangements for training were made through other channels so that complete records of the numbers of trainees who came to Canada are not available. It is estimated that an additional 120 received training in Canada under these other arrangements. In addition 13 students from the Commonwealth countries in South Asia have come to Canada during the past four years to take up post-doctorate fellowships tenable in National Research Council laboratories.

Merchant Seamen Compensation Act

March 20

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 46, to amend the Merchant Seamen Compensation Act.

Mr. Green: May we have an explanation from the Parliamentary Assistant?

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, this bill provides for amendments to the Merchant Seamen Compensation Act, which was passed by Parliament in 1946. That Act replaced and largely embodied the provisions of the merchant seamen compensation regulations of 1945, passed under the authority of the War Measures Act.

The Act provides for payment of compensation to seamen who are injured in the course of their employment, and to dependents of seamen who are killed in the course of their employment, and who are not covered in respect of the accident under any provincial workmen's compensation act.

A seaman who cannot claim compensation under any provincial compensation act is eligible therefore to claim for benefits under the Merchant Seamen Compensation Act, if he is employed on a ship of Canadian registry, or one under charter to a person resident in Canada or having his principal place of business in Canada if the ship is on a foreign or "home trade voyage". I might explain that a home trade voyage covers coastal trade voyages and is defined in the Canada Shipping Act, but does not include a voyage on inland waters in Canada; a foreign trade voyage is a voyage extending beyond the limits of a home trade voyage.

The amendments are very simple. They provide for an upward revision in the scale of benefits payable under the Act, having regard for the changes in the seamen's earnings and changes in living conditions which have occurred in the past several years since the passage of the Act.

Under the present provisions of the Act, claims are not considered where an accident does not result in disabling a seaman from earning full wages for seven days. We propose to reduce this period to four days. It is also proposed to raise

the ceiling of yearly earnings for use in the computation of compensation from $2,500 to $3,600.

The significant changes in cash benefits which are provided in the bill are as follows:—

1. The maximum payment towards the funeral expenses of a deceased seaman is increased from $125 to $200;

2. The amount of the monthly allowance or pension to the widow of a deceased seaman is increased from $45 to $50, and the same increase applies in the case of an invalid husband who was dependent on the earnings of a deceased wife employed on a ship;

3. Where there are dependent children as well as a widow or invalid husband, the monthly payment for each child under 18 years of age is to be increased from $10 to $15 and, in the event of the death of the widowed mother or invalid father, the monthly amount paid to the dependent children is increased from $20 to $25 for each child;

4. In the case of a deceased seaman who leaves no widow but leaves dependent children under 18 years of age, the monthly payment to each child is increased from $20 to $25.

I should explain at this point that the Act provides that the total compensation payable to the widow and children of a deceased seaman is not to exceed in any event the average earnings of the seaman prior to his decease.

5. The minimum amount of compensation to which an injured seaman is entitled for temporary total or permanent total disability which is now fixed at $12.50 per week or the sum equivalent to the seaman's earnings if less than that, is increased to a minimum of $15 per week, or a sum equivalent to the seaman's earnings if less than that.

On January 1, 1950, the responsibility for administering the Act, which previously had been vested in the Minister of Transport (Mr. Chevrier), was transferred to the Minister of Labour (Mr. Gregg) by virtue of an Order in Council passed under the Public Service Rearrangement and Transfer of Duties Act. This transfer of administration is given statutory effect in the amendments to the Act contained in this bill.

Since the Act came into force, or I should say since the regulations of 1945 were made effective, there have been 578 accidents reported as coming under the regulations or Act. The number has been declining year by year because the employing shipping companies covered by the Act have decreased in number from 102 in 1947 to 66 in the last fiscal year. Their number has now increased to 90 as of this date.

Our Act covers seamen on ships of Canadian registry or operated by companies or persons with chief place of business in Canada. There has been a switch from Canadian to other registry to account for the decrease I have mentioned. This decrease has been counteracted in the current fiscal year by an influx of new registrations, mainly from Newfoundland.

As hon. members will know, we do not pay any compensation from federal funds. By the Act, shipping companies are required to place the necessary liability insurance to cover the risks of compensation arising under the Act. Payments of compensation by a company under the Act are covered by the insurance policy.

The claims for compensation arising under the Act are adjudicated by a board known as the Merchant Seamen Compensation Board composed of three officers of the public service.

Cost of administration was $3,463 in the fiscal year 1951-52. Every employer coming under our Act pays $25 a year, and there is an additional assessment on companies whose employees suffer accidents. This is an amount based on the number of such accidents, and equals the balance of cost of administration over and above that collected through the annual $25 assessment.

We think this is a worth-while amendment to the Act, even if it does apply only to relatively few people. It is necessary for the protection of our seamen and their dependents. I am sure it will commend itself to the House.

Mr. P. C. Black (Cumberland): Mr. Speaker, . . . if I have any criticism to offer of this legislation it is that the compensation is not as large as it should be.

We all realize that this is a hazardous occupation. My information is that the compensation to be paid is not as great as that paid under workmen's compensation acts in some of the provinces, notably Ontario, Saskatchewan and Alberta. In order that these sailors may have proper protection they should receive maximum compensation for themselves and their families, equal to what is paid in any part of Canada. I should like to have an explanation from the Parliamentary Assistant as to why the basis of compensation is not on a scale equal to that paid as compensation anywhere else in Canada. This is especially important when we have in hand the

responsibility of protecting men who sail the seas and carry out this hazardous occupation. On the whole, we are in sympathy with the purposes of this legislation and are pleased to give it our support.

Mr. A. M. Robichaud (Gloucester): Mr. Speaker, I deprecate the fact that this bill applies only to a few people. In my submission legislation of this nature should apply, not only to seamen but to fishermen engaged in deep-sea fishing in Canadian registered vessels. I notice that by Section 2 the Merchant Seamen Compensation Act defines a seaman as being any person except a pilot, an apprentice pilot or a fisherman.

I have already drawn to the attention of this House and the Minister of Fisheries (Mr. Sinclair) the fact that there exists in France a law of assistance for merchant seamen and fishermen. The French law covers both the merchant seaman and the fisherman. Several of us from the Maritime Provinces have advocated in this House a system of assistance for fishermen. I submit that our fishermen should come within the ambit of a law of this kind so that in case of accident or death they or their relatives would receive compensation.

Mr. Angus MacInnis (Vancouver East): ...My only concern is that this revision shall be in harmony with what has taken place in the provinces during the last two years. The cost of living has increased considerably since 1946 and the workmen's compensation laws in the provinces have been changed accordingly.

I notice that in most provinces the rate of compensation is a certain percentage of the wage actually being earned. I understand that in this bill it will be a stated sum, although there is a minimum or floor below which it cannot fall. If the weekly wage being received is below $15 a week, $15 a week will be paid as compensation.

I believe there are four provinces, Alberta, Saskatchewan, Ontario and Prince Edward Island, where the maximum compensation is 75 per cent of the earnings. In most of the other provinces, if not in all, I believe the rate is 66⅔ per cent. What we should be concerned about at the moment is to be sure that the rates laid down in this bill meet the situation with regard to wages and compensation being paid under the workmen's compensation acts of the provinces.

The Hon. Member for Gloucester (Mr. Robichaud) has referred to compensation for fishermen. This has been discussed in British Columbia where we have a fairly large fishing industry. I understand that where a fisherman is in the employ of an employer or a company, compensation is payable under the provincial compensation act. However, many fishermen own their own boats and are not employed directly by an employer. It would be most difficult to assess these fishermen for their own compensation.

Under our laws the employers create a fund out of which the compensation is paid and that is where the difficulty would be in bringing fishermen under a compensation act unless the Dominion Government was prepared to set up a fund out of which compensation could be paid under Dominion legislation.

I notice that the bill provides for an increase in the average earnings from $2,500 to $3,600 per annum, which as far as I know is equal to the highest prevailing in any Canadian province. That is the average earnings on which compensation is based and paid in the province of British Columbia. I believe the province of Saskatchewan has an average rate of $4,000. The other change is that the Act is brought under the Minister of Labour (Mr. Gregg) instead of the Minister of Transport (Mr. Chevrier). I think that is a move in the right direction although I have no criticism to offer of the administration of the Act under the Minister of Transport.

Mr. Clarence Gillis (Cape Breton South): ...The Department of Labour has now taken the responsibility for administering the Act and I think it should advertise the fact that this type of legislation is available for merchant seamen and that they are covered by the Act. It is not generally known. I know of two cases where men had been injured or laid up for over a year. They knew nothing about this legislation until I had a talk with them, but the fact that the injuries occurred so far back did not make any difference to the Department when the cases were brought to their attention. They settled back to the date when the injury occurred. I think the Department of Labour should make it known that this legislation is available. Ship owners who have employees who could be covered by this Act should be notified that it is their responsibility to protect their employees, and that this legislation is available...

First, a board should be set up. It should not consist of just two or three civil servants who may handle the stray claim that may come in once in a while, but a section of the Minister's Department should

be made responsible for the administration of the Act. The board that is set up within his Department should undertake to advertise the Act in the press, indicating that it is available to seamen who may be injured. Secondly, ship owners should be advised that they can protect their employees under this legislation and, if they do not do so within a reasonable time, the Government may have to consider the question of making coverage mandatory, because I do not think you get too much co-operation from those companies...

Mr. G. F. Higgins (St. John's East): ... I welcome the bill in that it increases the disability and death benefits to seamen; but I question whether, in view of the increased cost of living, the benefits are sufficient to meet the present scale of expenses...

Motion agreed to, bill read the second time and the House went into committee thereon.

Mr. Coté (Verdun-La Salle): Before we proceed with an examination of this bill clause by clause, I might answer immediately the more important questions which have been raised during the debate on second reading. In the first instance, I should like to assure the Hon. Member for Cape Breton South that it is not optional for a ship owner to get protection under the Act. Under Section 29, which is not being amended by this bill, we find the following:—

> Every employer shall cover, by insurance or other means satisfactory to the board, the risks of compensation arising under this act.

The measure of control that the board has is exercised through the collector or other chief officers of the Customs Department who, upon notification by the board, shall detain the ship complained about until he receives a notice from the board that he may release the said ship. I believe, therefore, there is full protection ...

There was a question raised as to the minimum pension per week payable, and the minimum of $15 which is being provided in the amending bill. That is not necessarily the minimum. The amount paid may be less than that if the wages or the average earnings are less than $15 per week, but in any other event the minimum is $15 per week.

I should like to mention now the $3,600 ceiling on annual earnings. One of the members who participated in the debate misinterpreted that clause of the amending bill. This means that the maximum yearly earnings could be used as a basis for the computation of the compensation, but the compensation is not necessarily calculated on $3,600. It will be calculated on the average earnings during the twelve months preceding the accident.

Mr. Browne (St. John's West): But if they do exceed $3,600, you are brought down to $3,600?

Mr. Coté (Verdun-La Salle): Yes, that is so ...

So far as government employees are concerned, their protection is derived from the application of the Government Employees Compensation Act, so there must not be any misunderstanding on that particular point. Much has been said about the relatively low proportion of the increase which we are making in the compensation. I wish to remind the committee that the field of workmen's compensation is one which primarily falls under provincial jurisdiction. It is only in an incidental way, to supplement the provincial legislation, that we have under federal authority the Government Employees Compensation Act and the Merchant Seamen Compensation Act.

Our officials have thought that the scale of benefit which would compare reasonably well with the scale of benefits prevailing under provincial legislation in that field should be a fair one. In this particular instance, when one refers to the monthly payment to a widow being raised to $50, one should recall that in all provinces, except Saskatchewan and British Columbia, the monthly payment to a widow is $50 or less. Only in Saskatchewan is it above that amount, namely, $60 a month, and in British Columbia where the monthly payment to a widow is $75. Therefore this rate does compare well enough with the rates in effect in the provinces.

While I am making comparisons with the provisions of provincial workmen's compensation acts, I might say that the ceiling on annual earnings which we are setting at $3,600 does compare with $3,000 in Newfoundland, $2,500 in Prince Edward Island, $3,000 in Nova Scotia, $3,000 in New Brunswick, $3,000 in Quebec, $4,000 in Ontario, $3,000 in Manitoba, $4,000 in Saskatchewan, $3,000 in Alberta and $3,600 in British Columbia.

Another point made has been the advisability of including fishermen in the coverage of this Act. The matter has been raised several times.

Mr. Gillis: Before you leave the income question, on what percentage of that income do you compute the rate? Your ceiling is $3,600. How much of that $3,600 are you using? In some of the provinces it is 75 per cent; in others it is 66⅔ per cent.

Mr. Coté (Verdun-La Salle): It is two-thirds, 66⅔ per cent; no change is being made there.

Mr. Black (Cumberland): Why does the Department accept the lowest percentage of benefit that is paid in any province, and does not accept the 70 per cent paid in some of the provinces and 75 per cent paid in four of the provinces?

Mr. Coté (Verdun-La Salle): I may say, in reply to that, that the provisions of the Merchant Seamen's Compensation Act apply mainly to transportation in the lower St. Lawrence, in the Maritimes and in Newfoundland; and if any one will compare the rates that we are setting up with the rates prevailing under provincial legislation in that part of the country I think he will agree that we are doing well enough ...

I was about to mention the advisability of including fishermen under the coverage of the Act. The matter has been studied thoroughly but there is one fundamental difference in the fishing industry and in the transportation industry which we are covering in this Act. In the fishing industry the ships do operate out of ports in their own province to the ports where they originated. It is not a matter of communication by water from a province to a province or out of a province abroad to another country. In the matter of the fishing industry, most of the provinces have already extended reasonable coverage to the fishermen. For instance, the commercial fishermen are fully covered by provincial legislation in the provinces of Ontario, Manitoba and British Columbia. The Quebec legislation applies to commercial fishermen if more than 60 per cent of the personnel are employed. In New Brunswick the legislation covers commercial fishermen if more than 50 per cent of the personnel are employed; in Saskatchewan commercial fishermen are excluded by the legislation. In Alberta coverage of commercial fishermen may be obtained by application, and under the Nova Scotia and Newfoundland acts fishermen are not covered in the same manner as other employees, but employers are required to carry liability insurance to provide assurances of payment of compensation. The field of protection to the fishermen is already occupied by the provinces ...

The Chairman: I think at this point we should proceed section by section, in order that we may have orderly discussion. We are now having questions asked which really are related to the sections in the bill. It would seem to me that the questions could more properly be asked under the sections.

On Section 1—*Minister.*

Mrs. Fairclough: ...Are there any companies already covered by a provincial workmen's compensation board which would govern the home ports of the ships, and which would also fall within the terms of this Act? Does the Parliamentary Assistant know of any companies already covered by a provincial board either on application or through compulsion?

Mr. Coté (Verdun-La Salle): The basis of application of the Act is that no coverage shall be afforded by provincial legislation or by our own Government Employees Compensation Act. This Act applies only with those two reservations. There is no alternative.

Mrs. Fairclough: I am not thoroughly familiar with the provincial acts of all the provinces, but I know that in Ontario it is possible for a company to obtain coverage in many instances on application, even though it does not fall within the strict application of the Act. It seems to me that some of the larger shipping companies may have made application to a provincial board for coverage for their employees, and still fall within the scope of this Act. Can the Parliamentary Assistant say whether he has knowledge of the existence of any such dual coverage?

Mr. Coté (Verdun-La Salle): I do not know of any such applications.

Mr. Browne (St. John's West): Who constitute this board? Where are they located? Do they make an annual report?

Mr. Coté (Verdun-La Salle): The chairman of the board was, until recently, A. H. Brown, who was Assistant Deputy Minister of Labour. The members were B. J. Roberts of the National Harbours Board, who acts as vice-chairman, and Captain G. L. C. Johnson, Assistant Supervisor of Nautical Services in the Department of Transport.

Mr. Browne (St. John's West): Where are they located?

Mr. Coté (Verdun-La Salle): In Ottawa. They are civil servants living here.

Mr. Browne (St. John's West): Do they make any report on their activities?

Mr. Coté (Verdun-La Salle): They report to the Minister of Labour.

Mr. Browne (St. John's West): Does the Minister of Labour make any report on their activities? Where can people find out what they have been doing?

Mr. Coté (Verdun-La Salle): Their report is contained in the annual report of the Department. I would refer my hon. friend to the one tabled for the last fiscal year.

Section agreed to.

Section 2 agreed to.

On Section 3.

Mrs. Fairclough: I realize that this Act has been in effect actually for a comparatively short time, and that the amounts set out for burial expenses compare favourably with similar expenses in some of the provinces. However, it is still an extremely low figure. In these days, when all costs are very high, funeral costs in particular, it would seem to me that the amount set out here is a ridiculously low figure... While some living costs have doubled and others have trebled. I think funeral expenses have reached an all-time high. Were those facts considered when arriving at this figure?

Mr. Coté (Verdun-La Salle): One of the purposes behind this measure was to take into account the rise in the cost of living. That is why the main feature of the bill is an upward revision of the scale of benefits. The basis upon which these rates have been established has been, to a great extent, comparable figures prevailing under provincial workmen's compensation acts. We have taken inspiration from the rates applied by provincial boards. As there are ten provinces, and the rates vary from province to province, we have tried to strike a happy medium and, in the over-all picture, promote a worth while improvement in the Act.

Mr. Black (Cumberland): Does the Parliamentary Assistant consider that the provision for $50 a month for a widow, as set out in Section 3(2)(d), is sufficient? It states that where the widow or an invalid husband is the sole dependent, there shall be a monthly payment of $50. It seems to me that is entirely too low a compensation at today's living costs. Upon what standard did the Department base that figure? What do they compare to? What standard do they accept in order to establish $50 as being adequate compensation for a widow under these conditions?

Mr. Coté (Verdun-La Salle): I agree with the hon. member that this amount is certainly not excessive, but it compares with the monthly pensions to widows in all provinces except Saskatchewan and British Columbia where the amounts are $60 and $70 respectively.

Mr. Black (Cumberland): Could not the Minister, the Department and the federal Government set a standard for those provinces which the Parliamentary Assistant admits make too low a payment? If that is the basis on which they have established this payment of $50, why should not the federal Government and this Parliament set a standard for those provinces which are considered to be too low?

Mr. Coté (Verdun-La Salle): Workmen's compensation legislation is under the jurisdiction of the provinces. This is intended to be supplementary to the workmen's compensation coverage. If our rates compare favourably with those of the provinces I think under those circumstances we could hardly be blamed.

Mr. MacInnis: I think the rate of $50 is too low. The $45 which was paid in 1946 was really a larger amount than the $50 being suggested here. However, I must agree with the Parliamentary Assistant that the payments provided in the bill are not out of line with the average payments in the provinces. In Saskatchewan the payment for a child under 16 years of age is $25, and this bill provides for a payment of $25 for each child under the age of 18 years...

Mr. Browne (St. John's West): I do not think the Parliamentary Assistant has answered the argument. If $45 was considered by the Dominion Government in 1946 as being suitable compensation, how can it justify a payment of $50 today? The cost of living has increased at least 90 per cent and I submit that there should be a higher payment for widows...

It would take at least $75 to equal the $45 that was paid in 1946. It would not cost the federal Government anything because they are going to be insured...

Section agreed to.

On Section 4—*Minimum compensation.*

Mrs. Fairclough: The wording of this section seems to be a little ambiguous where it says:—

—shall not be less than fifteen dollars per week or, where his average earnings are less than fifteen dollars per week, the amount of such earnings,—

Mr. Coté (Verdun-La Salle): Perhaps it would be clearer if before the words "the amount of such earnings" the words "shall be" were added.

Mrs. Fairclough): Should it not be, "except where his average earnings are less than fifteen dollars per week"?

Mr. Coté (Verdun-La Salle): That would be another way of arriving at the same thing.

Section agreed to.

Sections 5 to 12 inclusive agreed to.

Title agreed to.

Bill reported.

Mr. Deputy Speaker: Shall this bill, by leave, be read the third time now?

An hon. Member: By leave.

Mr. Gregg moved the third reading of the bill.

Motion agreed to, bill read the third time and passed.

Union Organizations Submit Annual Briefs to Cabinet

Canada's four major labour organizations last month presented their annual memoranda to the Cabinet. Criticism of proposed amendment of Criminal Code appeared in all four presentations

During a two-week period last month, delegations from Canada's four major labour organizations submitted their annual memoranda containing proposals for legislative and administrative changes to the Cabinet at Ottawa. The Trades and Labour Congress of Canada presented its brief on March 3, the Canadian Congress of Labour on March 6, the Canadian and Catholic Confederation of Labour on March 10, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on March 13.

All four briefs expressed concern at some sections of the proposed revision of the Criminal Code. Subjects also mentioned in all briefs included housing, taxation, unemployment insurance and old age pensions.

Trades and Labour Congress of Canada

TLC criticizes Government's taxation policies and requests improvements in old age security legislation, national labour code, housing and proposed amendments to Criminal Code. Price controls again urged

Criticism of the Government's taxation policies and varied requests for improvements in Canadian labour and social laws were contained in the annual memorandum to the Cabinet presented by the executive council of the Trades and Labour Congress of Canada on March 3. The major requests dealt with old age security, health insurance, unemployment insurance, the national labour code, housing, proposed amendments to the Criminal Code, price controls and immigration.

One of the largest sections in the brief was that containing the TLC's requests on behalf of government employees. Among the things requested were the five-day week for all government employees and overtime payments at time and one-half and sick leave for prevailing rates employees.

Percy R. Bengough, TLC President, who read the memorandum, departed from his prepared text to pay tribute to Dr. Arthur MacNamara, former Deputy Minister of Labour, whose retirement effective March 4 had just been announced.

The Prime Minister, Rt. Hon. Louis S. St. Laurent, thanked Mr. Bengough for "this tribute to the services which Dr. MacNamara has rendered over the years to the economy of Canada.

"We are conscious," he continued, "of the contribution he has made to the development our country has experienced during the last few years."

The Prime Minister also commented on the selection of A. H. Brown to succeed Dr. MacNamara as Deputy Minister of Labour, expressing confidence that his experience in the Department would "serve him in good stead" in his new responsibilities.

The TLC's annual legislative submission also called for action on a Bill of Rights, federal aid to both primary and secondary education, government annuities and the elimination of level crossings.

In his reply to the memorandum, the Prime Minister referred specifically to only a few of the TLC's requests; he pointed out that the brief would have to receive consideration by various government departments and that all the requests could not be dealt with at the current session of Parliament. He did speak on the pleas for a Canadian Bill of Rights, for federal aid to primary and secondary education, for a system of collective bargaining for government employees and for improvement in the working conditions in the postal service.

Union Charter for the Cabinet?

During the Prime Minister's reply to the TLC brief, he said: "If we were going to attempt seriously to implement your recommendations that all the representations you have made here be dealt with before this session ends, it would require many hours more than eight per day."

To which TLC President Bengough replied that there were enough Cabinet members present to form a union. If you apply for a charter, he said, we will grant you one.

"Cabinet Minister's Local No. 1," suggested Finance Minister Abbott.

Fourteen members of the Cabinet attended the presentation. The labour organization's delegation numbered close to a hundred union representatives.

Taxation

Dissatisfaction with some aspects of the Government's recent budget and disappointment at the failure to adopt previous TLC taxation requests were expressed in the memorandum. "Our members," the brief declared, "feel very strongly that the time has come for a considerable re-orientation in taxation policy so that the load will be spread more evenly over the whole population."

The TLC repeated its request for increased personal exemptions—$3,000 for married persons, $1,500 for single taxpayers and $400 for each child—for exemption from taxable income of out-of-town travelling and living expenses of workers in the building and construction trades, and for exemption of the cost of tools from income tax. The submission reiterated the TLC's objection to all forms of sales tax.

Departing from his prepared text, Mr. Bengough added a request that the cost of prescribed drugs be included in the medical expenses a taxpayer can claim as a deduction. "In many cases the cost of those drugs far exceeds the other medical expenses," he said, "and we feel that an exemption should be allowed for that added cost."

Social Security Program

Old Age Security

The TLC again asked for a lowering of the qualifying age for old age pensions to 65 years for men, 60 for women, and for an increase in the amount of pension to $65 monthly. The same increase in the amount of old age assistance payments was requested.

Health Insurance

Expressing "great disappointment" at statements that the Government is not yet prepared to proceed with a measure of national health insurance and pointing to the growth and variety of prepaid health plans, the TLC's brief declared that "only a public scheme can provide adequate health services on a prepaid basis to all of the people of Canada."

The memorandum then requested the establishment of a national health insurance plan:

> Thus we again repeat our urgent request for the establishment of a national health insurance plan providing medical, surgical and dental services, accident and hospitalization benefits, and treatment for the mentally ill, financed by individual prepayment and government subsidy, and to be made available to the individual without cost at the time of need.

Unemployment Insurance

While welcoming the changes and improvements in the Unemployment Insurance Act during the past year, the TLC in its submission expressed the conviction that "still further improvements are necessary and desirable". Specifically mentioned was a further increase in the amounts of weekly benefits.

The major change in the Act requested by the delegation was the extension of the Act to provide benefits to workers who are out of work because of illness.

In the TLC's view, administration of such a provision could be carried out by the present Unemployment Insurance Commission. The provision would apply to the same employees now covered by the Act; the system of contributions and benefits would be similar; the benefits would be paid to insured employees when sickness resulted in loss of earnings, on presentation of a doctor's certificate.

"Those who are unemployed through sickness should receive benefits as a right," Mr. Bengough emphasized in a departure from his prepared text, "and there should be no suggestion of any means test."

The TLC repeated its request for the inclusion of all employees under the Act, calling attention especially to employees of hospitals, of governments, in horticulture and in accessible portions of agriculture.

Labour Legislation

National Labour Code

Four amendments to the Industrial Relations and Disputes Investigation Act were recommended by the TLC.

They were: (1) that the provisions of the Act be extended to cover all employees of the Government, including those on hourly rates; (2) that the check-off of union dues become mandatory on the employer when this is properly authorized by the recognized bargaining agency; (3) that in a dispute between more than one union and an employer the Minister of Labour shall appoint one conciliator or one conciliation board to deal with the entire matter when requested by the unions concerned to do so; and (4) that the Canada Labour Relations Board be expanded in membership to include alternates as well as members.

Vacations with Pay Act

Legislation providing for minimum vacations with pay for all workers within federal jurisdiction was recommended. Such legislation is now "fairly general" throughout the provinces, the brief pointed out. The TLC requested that the law establish a minimum of two weeks' vacation with pay and at least nine statutory holidays with pay each year.

Fair Wage Act

A Fair Wage and Conditions of Work Act combining the provisions of the present Fair Wage Act and those of Order in Council P.C. 5547 was requested in the TLC submission. The present Act, the memorandum pointed out, applies only to the building and construction trades; the Order in Council establishes wages and other conditions for other workers on government projects.

Three adjustments to the Government's Fair Wage Policy were recommended:—

1. Where government projects are distant from the labour supply centres, the wages and working conditions should be no less favourable than those in the labour supply centres.

2. The Fair Wage Policy should apply to all government contracts, including those entered into by the Post Office.

3. Where contracts are let to firms in a "single industry" centre, the wages and working conditions should be no less favourable than those in other plants in the province producing essentially similar products where wage rates and working conditions are governed by collective agreements.

Housing

"Our affiliated membership is greatly disturbed over current housing conditions and the failure of our Government to provide due encouragement to home-building," the TLC memorandum declared.

Asserting that labour and material shortages no longer exist, the brief "urgently" recommended lower down payments on new housing units. "The maximum down payment on new homes should be reduced to not more than ten per cent," the TLC declared, "and the term of the mortgage loan should be extended sufficiently to allow the monthly payments to fall within the purchaser's ability to pay. We particularly urge you to provide that reasonable low interest rates will be charged on mortgage loans."

Criminal Code

Two comments on the proposed revisions to the Criminal Code were made in the TLC memorandum. On the one hand the labour body requested a strengthening of the law as protection against subversive elements and, on the other, a clarification of the sections of the Code dealing with damages arising out of a cessation of work.

"We would favour," the brief stated, "some strengthening of the criminal law which would serve to protect the interests of Canada from the activities of those who seek to be known as and to enjoy all the privileges of Canadian citizens while at the same time owing allegiance to an authority outside of Canada whose purpose is to undermine our Canadian democracy and the eventual overthrow of our electoral system."

Referring to the sections of the Code that deal with damages to persons and property arising out of a cessation of work, the TLC expressed the desire that it be made "abundantly clear" that the proposed revisions are not aimed at "the lawful activities of *bona fide* trade unionists.

"We earnestly recommend," the brief continued, "that a section be added to the Code expressly setting out that such sections of the law apply only to criminals and criminal negligence and not to persons engaged in a lawful industrial dispute."

Government Employees

The single subject that was given most space in the TLC's memorandum was government employees. In its submission on this subject the labour body dealt with the five-day, 40-hour week for all government employees on a year-round basis; the payment of overtime rates;* sick leave for

*An Order in Council tabled March 16 provides for overtime wage-rates at time-and-a-half for operating staffs (as distinct from administrative staffs) of government departments for hours worked in excess of 48 in the week. Straight time will be paid for hours in excess of 44 but fewer than 48.

prevailing rates employees; the provision of collective bargaining for the public service; amendments to the prevailing rates policy; and working conditions of Post Office employees.

The question of government employees also appeared in the introduction to the memorandum, where the TLC said: "We believe that our Government, in its capacity of possibly the largest employer in Canada, should be a model employer and most certainly should not, as presently obtains for employees in some branches of government service, lag behind the general run of fair employers in private industry."

While requesting the provision of a system of collective bargaining for government employees, the TLC did not wish to see the prevailing rates policy revoked in the meantime, although it felt some amendments were urgently needed.

The prevailing rates regulations fail, the TLC asserted, in places where government operations overshadow private operations. The Halifax Dockyard and the Government Printing Bureau in Ottawa were cited as examples.

"In Halifax most employees are working for the Government," TLC President Bengough added. "But when it comes to setting wages, the wages of hundreds are considered to govern the wages of thousands. That is not a fair wage policy at all."

The TLC would like to see the prevailing rates regulations amended "to give the Minister of Labour more discretionary power in the establishment of wage rates".

Disappointment was voiced at the Government's refusal to establish the five-day week for the public service generally and at its decision to exclude operational undertakings such as the Post Office when the five-day week is granted. "This is class discrimination which we greatly deplore," the memorandum declared.

Departing from the printed text, Mr. Bengough criticized the decision to establish the five-day week only in those cities where such a work week predominated in private industry. "The list includes only two cities in British Columbia, 21 in Ontario, one in Quebec and no centre in the Maritimes or in the Prairies," he pointed out. "We are at a complete loss to understand why such centres as Edmonton, Calgary, Saskatoon and Winnipeg were not included. Although we wholeheartedly disagree with the Government's policy of establishing the five-day week on this piecemeal basis, we earnestly request that the list of centres be extended at once to include at least the following: Victoria, Edmonton, Calgary, Regina, Saskatoon, Winnipeg, Moncton and Sydney."

Other Requests

Immigration

Again this year the TLC requested that the Department of Labour be given the responsibility for immigration and that an immigration commission, with equal representation from labour, management and government, be established.

The memorandum contained an expression of pleasure that a previous request for the restriction of immigration during the winter has been adopted in part but stated that "we cannot fully subscribe to all the methods being used".

Price Control

Because wages "can never catch up with rising prices" until after the damage has been done, because such damage "can never be repaired no matter how far prices may sink in a later period", and because "even if prices dropped substantially from present levels many of the necessities of life would still be out of reach of families in the medium and lower income groups", the TLC wants price control to be a continuing national policy. Also desired is the subsidization of basic foods.

The delegation repeated last year's request for a prices and trade board with labour representation which would have to approve applications for price changes, and for a 100-per-cent excess profits tax "to act as a deterrent to those who wish to take all that the traffic will bear and also as a means to defray the cost of the subsidization program".

Fair Employment Practices Act

The Government was commended for its decision to introduce a Fair Employment Practices Act, for its amending of the Unemployment Insurance Act to prohibit discrimination by National Employment Service officers in the referring of job applicants, and for its provision that discrimination in hiring and employment under government contracts shall be a breach of the contract.

On the subject of discrimination, the TLC requested the outlawing of restrictive covenants in land and property contracts.

British North America Act

The TLC recommended amendment of the British North America Act to include a Bill of Rights and to provide for the establishment of uniform labour and social laws throughout the whole of Canada.

Annuities

"Greatly deploring the failure of the Government" to improve the status of government annuities, the memorandum urged the introduction of amendments to bring the annuities into line with present-day conditions.

Federal Aid for Education

Believing that there should be greater equality of educational and post-school opportunities in Canada and that this can be accomplished only through federal financial assistance, the TLC requested federal aid for both primary and secondary education.

Conclusion

In a concluding section to its memorandum, the TLC repeated its offer to co-operate with employers and the Government in the promotion of production and the social betterment of the Canadian people. In the introduction to its brief, the Congress, while congratulating the Government for its actions in international affairs, expressed the belief that the Government should take more specific steps towards encouraging and assisting Canadian citizens to develop sound social and economic security.

Government's Reply

Delivering the reply for the Government, Prime Minister St. Laurent, pointing out that it would be "almost impertinent" for him to discuss such a full presentation in the time available, dealt specifically with only four of the requests made by the TLC.

On the request for amendment to the constitution to include a Bill of Rights, he said that would require the co-operation and acquiescence of all the parliamentary institutions in Canada. Such an amendment would be desirable, he said, but pointed out that rights written into legislation do not always guarantee those rights in practice.

"I do not know that there is any constitution in the world which has more admirable provisions expressed in its terms," he continued, "than that of the Soviet Union; but we are not too favourably impressed with the way in which those admirable principles enunciated in that constitution are in fact applied to the daily lives of those who live under it."

On the request for action at this session on the TLC recommendations, the Prime Minister pointed out that it is not the Government that determines the pace at which parliamentary business is disposed of.

The TLC request for the adoption of a system of collective bargaining in the public service has been getting consideration for a long time, Mr. St. Laurent said. He pointed out that long ago another system had been set up and that it is the Civil Service Commission, not the Government, which controls employment in the government service.

"It may be that another system will some day replace this one; but that is the system that is still there," he went on. "I feel quite sure that at this time, as we are probably approaching an election, no party would want to go to the country and say: 'Here, we are going to do away with the civil service system and substitute something else.'"

There will have to be a long process of education in respect to the system of recruiting for the public service before it becomes more closely akin to that which prevails among good employers in private enterprise, he added.

In reply to the requests concerning the Post Office, the Prime Minister reminded the delegation that a bill to improve the postal service had been referred to a committee and remarked that there would probably be an opportunity for discussion by the committee of some of the problems cited by the TLC.

On federal aid to education, he said:—

> We tried federal aid to universities just two years ago. We were able to do that once in all the provinces but this year we do not seem to be able to do it everywhere because of misgivings over the possibilities that it might mean some interference by the central authority with the exclusive control and jurisdiction of the provincial authorities over this important matter of education.

"I do not know that it is going to be possible for us to do everything you recommend," the Prime Minister concluded, "but we are always anxious to give consideration to any representations made by the labour organizations of our country, because we honestly believe that they are not made from selfish motives to serve any individual private interest but they are made in the view that they would be good things, if they could be realized, for the Canadian economy."

Cabinet Members Present

Accompanying the Prime Minister at the presentation of the TLC memorandum were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Rt. Hon. J. G. Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of

Transport; Hon. D. C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Wishart Robertson, Leader of the Government in the Senate; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. R. H. Winters, Minister of Resources and Development; Hon. Gordon Bradley, Secretary of State; Hon. Walter Harris, Minister of Citizenship and Immigration; and Hon. Alcide Coté, Postmaster General.

Canadian Congress of Labour

CCL gives first place in memorandum to international affairs, asking for closer consultation with labour on major international questions. Health insurance and national labour code among other things sought

A request for closer consultation with labour on major international issues was given first place in the annual memorandum of the Canadian Congress of Labour to the Federal Cabinet on March 6. Calling attention to the Department of International Affairs recently established by the Congress, the brief stated:—

"At this critical period in world history, the Congress believes it is highly desirable that Canadian foreign policy be fully understood by, and have the support of, representative Canadian organizations. While the Government has recognized the advisability of consulting these organizations on major national questions, it has rarely done so in the past on vital international issues. As a result, bodies such as our Congress have had little opportunity to ascertain the factors underlying many policies adopted by the Government in foreign affairs."

One of the functions of the new department, the brief pointed out, is to assist in making known to the Canadian Government the views of Congress on international questions of concern to labour.

The Congress asked that a committee, representative of all organizations in the country, be set up to act in an advisory capacity to the Canadian delegation at the United Nations General Assembly, similar to the one operating in the United States. Establishment of consultative machinery in connection with economic assistance programs such as the Colombo Plan was also requested.

Urging increased aid for economically underdeveloped countries, the CCL drew attention to the "active role" it is playing in this field. It is, it said, "contributing more per capita to the regional activities fund of the International Confederation of Free Trade Unions than any other affiliate of that organization."

Major requests of the Congress on the national level covered a wide range; they included establishment of a national health insurance scheme, adoption of a national labour code, improvements to the Unemployment Insurance Act and extension of unemployment insurance benefits, co-operation with provincial and municipal governments in providing subsidized low-rental housing, and the setting-up of an immigration advisory committee.

The delegation was headed by President A. R. Mosher and included representatives of affiliated unions. Donald MacDonald, Secretary-Treasurer of the Congress, read the brief.

In his reply, the Prime Minister assured the delegation of the Government's deep concern with the matters presented in the memorandum and said they would receive careful consideration. He expressed appreciation that in the various representations the Congress bore in mind the interests of the Canadian people as a whole.

National Health Insurance

The CCL repeated its request for the establishment of a national health insurance plan and asked for the appointment of a parliamentary committee to go into the whole question and to make recommendations.

"The biggest single gap in our social security system," it said, "is the lack of health insurance. We have been talking about it since 1919." The Government, it said, is committed to health insurance but it seems to be on a "this year, next year, some time, never basis". Describing as a "hodge-podge" and "not good enough" the variety of plans at present in existence, the brief declared "the time has come for action."

National Labour Code

Pointing out that considerable variation exists in the terms, interpretation and enforcement of provincial labour laws, the Congress urged the adoption of a National Labour Relations Act to ensure uniformity in labour legislation and administration throughout Canada. The expansion and development of Canadian industry on an interprovincial basis make it more essential than ever, said the brief, that such an Act be adopted.

The Congress would like to see included in such a labour code specific provision for the outlawing of company unions, voluntary check-off of union dues, removal of the provision for the revocation of certification at the request of an employer and effective enforcement of penalties.

Unemployment Insurance

Reiterating its assertion that the unemployment insurance fund is over-funded, the Congress prophesied a balance of a billion dollars in the near future if the present rate of employment is maintained. There is room for substantial improvements to the Act without the need for further contributions, it said.

The Congress expressed strong opposition to any reduction in the daily rates of contribution, suggesting instead an increase in the benefit rates. "The present rates of contribution are not burdensome. The present rates of benefit are thoroughly inadequate," it said. "To reduce contributions is just about the worst possible use to which the fund's surplus could be put. The simple, obvious, right and sensible thing is to raise the benefits."

As measures to improve the Act, the brief recommended: (1) a further increase in the benefit rates and the creation of two new insurance classes to replace the top income class; (2) elimination of the non-compensable days and the waiting period; (3) further extension of the period of supplementary benefits; and (4) recognition of compensable days of illness.

The time has come, the brief stated, to introduce a sickness disability scheme to protect workers against loss of income during illness. Such a scheme, it suggested, could supplement unemployment insurance, be administered by the Commission and be financed in part out of the "large balance" in the unemployment insurance fund.

Housing

The Congress again urged adoption of a low-rental housing scheme. "The Government could and should," it said, "do a great deal to stimulate local initiative and provincial co-operation in this field."

Anticipating a backlog of demands for 735,000 dwellings by the end of the year, the CCL said the Government's immigration program will make "a bad situation worse, unless prompt and effective action is taken to provide subsidized low-rental housing". A housing program, the brief added, would be an excellent way to take up any slack in employment following a tapering-off of the defence program.

Immigration

In proposing the setting-up of an Immigration Advisory Committee, the CCL expressed the view that a good immigration policy can do much to strengthen and enrich the nation and to preserve peace. A committee representing labour, management and the general public, it said, would keep the Government informed on what people are thinking and feeling.

Criminal Code

Revision of the Criminal Code, especially of those sections affecting picketing and the right to strike, is of "crucial" importance to the whole labour movement, the brief declared. If Sections 365 and 372 of Bill 93 remain as they are, "unions of every kind, all over the country, may find themselves totally unable either to strike or to picket legally, even in the most peaceful way".

Congress, stated the brief, took full advantage of the opportunity to present its views to the House of Commons committee, when it asked particularly: (1) to have a subsection added to Section 365 to ensure that the section would not apply to unions and collective agreements; (2) to have Section 372 deleted, and replaced (with necessary amendments) by the sections of the present code which it purports to condense (or, alternatively, to add a proviso similar to the one suggested for Section 365); and (3) to have the Canadian law on peaceful picketing brought into line with the British law, expressly legalizing not only the communication of information, but also peaceful persuasion.

1953 Budget

The CCL expressed "deep regret that the 1953 budget, which has been referred to as a 'social dividend' budget, appears rather to be a 'business dividend' budget." Congress, the brief stated, had urged that the sales tax be reduced and income tax exemptions raised "but nothing had been done in this respect". Income lost through tax reduc-

tions granted to corporations, it said could have been used to extend assistance to under-developed countries and to finance a national health scheme.

Although appreciating the reduction in the floor on deductible medical expenses for income tax purposes, the Congress regretted that the Minister of Finance had not seen his way to allowing the full amount of such expenses to be deductible.

Disappointment that the sales tax had not been reduced was also voiced.

Other Requests

Education

Commending the Government for its valuable assistance to the provinces through its vocational training program and grants to universities, the Congress "strongly urged" the Government to do everything possible to provide equal educational opportunities for all Canadian children.

Labour Representation

The CCL again urged the Government to appoint a representative of labour on the Dominion Coal Board and to appoint workers' delegates and advisers to the sessions of the International Labour Conference in accordance with the Treaty of Versailles.

Textile Industry

In again calling attention to the "depressed state of the textile industry," the brief stated that, although there had been some improvement in the last year, many textile workers were still unemployed or working on short time while at the same time imports of textiles had increased. The Congress urged that a survey be made of the industry with a view to providing adequate protection against dumping and other unfair competition.

Deduction of Union Dues

To relieve unions from the necessity of having to provide receipts for income tax purposes for union dues paid under the check-off plan, the brief urged that space be provided on T-4 income tax forms for employers to record the amount of dues deducted.

International Affairs

The Congress regretted that the Government had not supported a proposal to establish a Good Offices Commission to deal with the Franco-Tunisian dispute. Regret was also expressed at the abstention of the Canadian delegation to the United Nations from voting on the Arab-Asian resolution calling for the setting-up of a United Nations commission on the racial situation in the Union of South Africa. The CCL urged the federal Government to give "leadership in matters of this kind, particularly where there is an obvious violation of the principles and purposes of the United Nations Charter".

Additional Recommendations

The Congress also recommended:—

Adoption of a Bill of Rights, along the lines of the United Nations Universal Declaration of Human Rights.

Removal of the restrictions on employment of older workers in the government service.

Equal pay for equal work for men and women.

Increase in the blindness allowance to at least $50 per month, and abolition of the means test.

Establishment of a national fuel policy, with special attention to the coal mining industry in the Maritimes and western Canada.

Provision of old age pensions of $65 per month at 65 years of age, without a means test.

An increase in family allowances to compensate for the rise in the consumer price index.

Government endorsation of the adoption of a World Calendar.

Collective bargaining rights for Government employees.

Statistics

Congress expressed satisfaction with the new consumer price index. It also expressed appreciation of the new policy of the Labour Gazette in "carrying a special up-to-date supplement on the labour market situation".

Government's Reply

Replying for the Government, the Prime Minister, Rt. Hon. Louis St. Laurent, expressed appreciation of the CCL's concern for the welfare of the Canadian people as a whole. "This is as it should be," he said. He assured the delegation that the representations contained in the brief would receive careful consideration by the Government and the federal departments concerned.

Although the view was expressed with respect to some of the subjects that progress had not been as rapid as was hoped, the Prime Minister said, he appreciated the fact that the brief recognized that "we are all travelling in the same boat" and that improvement of the Canadian situation as a whole "benefits each and every one of us individually".

Referring to the division of jurisdiction between the federal and provincial legislatures, Mr. St. Laurent said "it is a ticklish proposal to suggest the transferring of any activity from one jurisdiction to another". But progress in that direction has been made, he felt, and he thought that Canadians generally recognize that it has not impaired the efficiency and stability that was provided by the constitution in 1867. Mr. St. Laurent cited the setting-up of the Unemployment Insurance Commission, the introduction of family allowances and old age pensions.

Requests which received direct comment by the Prime Minister were: (1) a Bill of Rights; (2) aid to economically under-developed countries; and (3) the unemployment insurance fund.

On the question of a Bill of Rights, the Prime Minister gave the same reply as he had to the Trades and Labour Congress (see p. 535).

In regard to increased aid to economically under-developed countries, such aid, said the Prime Minister, can be most effective if directed towards helping these people to help themselves.

Turning then to the unemployment insurance fund, the Prime Minister thought it should be a source of satisfaction to all to know that there is an accumulated fund. We cannot isolate our economy from that of the rest of the world, he said, and the fund should be kept as a "nest egg" against the possibility of unemployment in the future.

All your points—"a national fuel policy is one of them"—the Prime Minister concluded, will receive the most attentive consideration.

A. R. Mosher

President A. R. Mosher, in thanking the Prime Minister and the members of the Cabinet for their courteous hearing, expressed disappointment that time did not permit them to deal fully with "some of the hardy perennials which we have brought before the Government year after year".

Referring in particular to labour representation at the ILO, he said it was "beyond the comprehension" of the CCL that it was not consulted with respect to the selection of delegates.

Mr. Mosher reiterated the CCL's concern over the proposed amendments to the Criminal Code. He hoped the Government would see their viewpoint and realize the damage that might be done to the labour movement, and to the freedom and rights of individual citizens, if some changes are not made with respect to the proposed amendments.

Cabinet Ministers Present

The Congress was received by the Prime Minister, the Rt. Hon. Louis S. St. Laurent, accompanied by Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. D. C. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. R. H. Winters, Minister of Resources and Development; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. W. E. Harris, Minister of Citizenship and Immigration; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Alcide Coté Postmaster General; and Hon. R. O. Campney, Associate Minister of Defence. Paul E. Coté, Parliamentary Assistant to the Minister of Labour, was also present.

Canadian Catholic Confederation of Labour

Postponement for at least one year of final examination of proposed revision of Criminal Code urged by CCCL. Changes also suggested in Unemployment Insurance Act, National Housing Act and Income Tax Act

The Canadian and Catholic Confederation of Labour, in its annual brief presented to the federal Cabinet March 10, requested the Government to put off for at least a year the final examination of the plan for re-drafting the Criminal Code, since certain sections could, as they are worded, paralyse the right to strike by preventing all legal picketing and by making all strikes inoperative and ineffective.

The 3,000-word brief, presented by Gérard Picard, General President, on behalf of the Confederation's more than 93,000 members, was read by Jean Marchand, General Secretary.

Nearly a third of the brief was devoted to the plan for re-drafting the Criminal Code; according to the CCCL, this plan contains a number of provisions "which appear to be very dangerous with regard to legitimate union activity".

Far from constituting an improvement on the present text, the CCCL stated, the new Criminal Code draft, by too indefinite a wording and by an excessive generalization of certain sections concerning misdemeanours, "may expose many citizens to serious molestation from persons interested in provoking brutal and abusive police intervention".

The CCCL also expressed the fear that the new Code might "lead to abuses which could not be corrected by the federal Government because the application of the Criminal Code comes under the jurisdiction of the provinces".

The brief also suggested important changes in the Unemployment Insurance Act, the National Housing Act and the Income Tax Act, asked for a more generous old age pension scheme and the payment of pensions to invalids and put forward a number of suggestions for ensuring the stability of the Canadian shipbuilding industry.

In its brief, presented in both French and English, the CCCL also asked for free radio broadcasts on the CBC for workers, for amendment of the Government Annuities Act to increase to $2,400 the maximum annuity payable and the granting of the right to vote to all persons 18 years and over.

The labour delegation was received by the Rt. Hon. Louis St. Laurent, Prime Minister, and ten Cabinet ministers. In presenting the Government's reply, the Prime Minister said the CCCL's representations had been made "quite objectively, and for the purpose of improving the national economy and not only of advancing the interests of organized labour".

Before the reading of the brief, Mr. Picard laid emphasis on the ability with which the retiring Deputy Minister, Arthur MacNamara, had attended to the problem of labour, especially with regard to manpower.

He termed the choice of A. H. Brown to replace him an "excellent appointment", stating that the latter has all the necessary ability to occupy this high position and assuring him of the closest co-operation on the part of his labour organization.

Mr. Picard took the opportunity to suggest that a French-Canadian be appointed Assistant Deputy Minister of Labour to fill the vacancy created by Mr. Brown's appointment. In making this suggestion, he pointed out that he had no intention of denying the proficiency of the other officials of the Department.

International Situation

The threat of a third world war resulting from the tense international situation is a source of anxiety to the CCCL, the memorandum said. It is confident, however, that Canada, "because of its prestige, its favourable geographical position and the sense of impartiality which has so far characterized its participation in international affairs, will know how to prevent the world from slipping towards a new cataclysm".

The CCCL repeated that communism will not be beaten on battlefields but on economic and social grounds. It therefore suggested that the chance of maintaining and strengthening peace would be increased if it were possible to devote the enormous sums being spent on the Korean war to improving the social and economic standards of poor and underdeveloped countries.

Canadian Prosperity

Happy to note that Canada is now enjoying an era of prosperity, the CCCL nevertheless called on the Government to "favour all measures intended to ensure an equilibrium between production and consumption in order to reduce the anxiety and insecurity brought about by succeeding cycles of inflation and depression".

Income Tax

The main defect in our income tax system, according to the CCCL, lies in the inadequacy of the basic exemptions. The CCCL therefore renewed its request that the federal Government increase the basic exemptions for single persons from $1,000 to $1,500 and for married persons from $2,000 to $3,000. It also suggested that the allowance per child be increased from $150 to $400.

The brief also protested against the effects of the progressive income tax rates, which, the CCCL pointed out, put the father of a family who is the sole provider in a position inferior to that of a household where both husband and wife work; in other words, the former pays more tax than the other two together.

The CCCL therefore suggested that the Income Tax Act be amended in such a way that "the family income may be considered as having been earned equally by the husband and the wife, and that both file an income tax return as though they were single and take into account the exemptions allowed for this category".

The CCCL also asked that the Department of National Revenue use all the means at its disposal to combat income tax exasion, which, it said, is most prevalent in certain sectors of the population. The brief stated that income tax could be reduced by at least 40 per cent if there were not so many persons avoiding payment.

The CCCL also recommended that workers be allowed to deduct from their taxable income an amount equal to 10 per cent of the value of the tools required to do their work; that permission be given to deduct all medical expenses and all contributions paid for health and accident insurance plans; that the need for receipts in order to take advantage of the 10 per cent reduction allowed for charitable donations be eliminated and that the deduction from taxable income of the amounts paid for unemployment insurance and for joint committees be permitted.

Re-drafting of Criminal Code

The CCCL devoted the major part of its brief to the plan for re-drafting the Criminal Code (Bill 93), which is now under consideration; after making definite representations concerning three sections which it would like to have removed, in order to avoid their being used to paralyse all union activity, the CCCL recommended that the Government postpone the final examination of this plan.

The brief specified that the CCCL wants the criminal law to be strong enough to ensure the proper maintenance of public order and the security of citizens and their property but is afraid that too general a wording of the legal text may lead to serious consequences.

The CCCL first protested against Section 365 of Bill 93, which deals with breaches of contract in the field of public utilities and with breaches of contract which might lead to "endangering human life, causing serious bodily injury, exposing valuable property to destruction or serious damage". According to the CCCL:—

> The new section thus permits punishment under the Criminal Code for breach of a civil contract. If such a principle can be admissible for very serious reasons, it still remains that it should be confined within strict and well-defined limits, which the present Code guarantees to a large extent. But unfortunately the new text widens the effect considerably. Consequently, the new text might easily serve to paralyse the right to strike and could be used arbitrarily to break off a work stoppage.

The CCCL expressed the belief that this provision should be modified in a way to protect freedom of association and the right to strike, especially since labour legislation already provides penalties.

The brief also made a protest against Section 372 of the revision, which deals with "mischief", since it might "lead to graver consequences for the workers, particularly in respect to the use of the right to strike".

The CCCL said it feared that paragraphs "b", "c" and "d" of the first part of this section may be used to render any strike inoperative and ineffective. These provisions read as follows:—

> Commits a mischief whoever, voluntarily,
> (b) renders property dangerous, useless, inoperative or ineffective;
> (c) obstructs, interrupts or interferes with the lawful use, enjoyment or operation of property; or
> (d) obstructs, interrupts or interferes with any person in the lawful use, enjoyment or operation of property.

The CCCL submitted that this section might lead to abuses "which could not be corrected by the federal Government bacause the application of the Criminal Code comes under the jurisdiction of the provinces".

According to the CCCL, paragraphs "c" and "d" also make it possible to prevent all legal picketing. The purpose of picketing, the CCCL specified, is to persuade people to refuse to work for an employer by informing them that there is a labour dispute in an establishment, thus, in a way, preventing, interrupting or interfering with the operation of property.

Under the same heading, the CCCL also asked the Government to amend Section 366 of Bill 93 "so as to clearly legalize the right of picketers to persuade their fellow-workers that it is in their own interest not to return to work during a strike". It mentioned that British law has provided this right since 1859.

Shipbuilding Industry

The Canadian shipbuilding industry, according to the CCCL, is at present the least stable industry in the country. Periods of almost full employment are followed by periods of generalized unemployment.

The CCCL believes, its momorandum said, that the Government, in order to ensure greater stability in this industry, should require Canadian steamship companies to have their ships built and repaired in Canadian shipyards.

It also considers that water transportation in interior and coastal waters should be carried on as much as possible by ships registered in Canada and carrying the Canadian flag.

Unemployment Insurance

The brief stated that the CCCL appreciated the important improvements made in the Unemployment Insurance Act last year, particularly the increase in benefits, and that it was opposed to any lowering of the contribution rates. Because the unemployment insurance fund now exceeds the sum of 800 million dollars, it would rather recommend increasing the advantages of the Act, especially with regard to benefits.

The CCCL therefore requested an increase in benefits of $1 a week for insured persons without dependents, $3 a week for insured persons with one dependent and $6 a week for insured persons with two or more dependents.

In addition, the CCCL presented ten amendments which it intends to submit to the advisory committee of the Unemployment Insurance Commission, as follows:—

1. The widening of the field of application of the Act in order to cover all workers, including employees of hospitals, religious and welfare institutions;

2. The elimination of the five-day waiting period and payment of benefits without delay;

3. A new method of establishing the number of days an employee has worked in a week, when working on part time;

4. The elimination of the particular restrictions concerning the qualifications required of married women to have the right to benefits;

5. That the period of supplementary benefits for seasonal unemployment be extended from April 15 to 30;

6. That the National Employment Service be strictly forbidden to refer candidates to an employer whose employees are on strike;

7. The right of dismissed employees to draw unemployment benefits when a strike is going on;

8. That paragraph 3 of Section 28 be amended concerning the exceptions already specified by adding the time the workers have been on strike;

9. That the number of daily contributions required in Section 28 be reduced from 180 to 100;

10. When a factory is closed on account of general vacations, employees not entitled to such vacations should be paid their unemployment benefits, providing they fulfil the conditions which gives them the right to these benefits.

Broadcasts for Workers

The CCCL requested free broadcasting time on the CBC for workers, as the *Réveil Rural* program now broadcast for farmers. The major Canadian labour federations would be responsible for the time thus placed at their disposal on the French and English networks. According to the CCCL, such an initiative would contribute to the development of adult education.

The CCCL also asked for the setting up of a Polish section on the CBC's international service.

Old Age and Invalid Pensions

The CCCL again asked the Government to lower the age for admission to pension to 65 for men and 60 for women, without a means test. It also recommended that the pension be increased from $40 to $50 a month.

Moreover, the CCCL considers, the delegation said, that our old age pension system should be completed as soon as possible by a system of pensions for invalids.

Housing

The housing problem, according to the CCCL, is the most alarming of our social problems. The main obstacle to be overcome by those who wish to have a house of their own, the brief stated, is the initial payment necessary in order to benefit by existing legislation.

The CCCL made four recommendations, as follows:—

1. That the additional loan of a sixth of the joint loan to owners, discontinued by an Order in Council on February 6, 1951, be re-established, while the recent decision to allow a minimum loan and a maximum loan be maintained;

2. That the Order in Council of June 26, 1951, increasing by one-half of one per cent the interest rate on loans under the National Housing Act, as well as the Order in Council of September 1, 1952, increasing the rate by one-quarter of one per cent, be revoked, and that for one-family houses the interest be set at a rate not exceeding 4½ per cent;

3. That a representative of the workers be appointed a member of the Central Mortgage and Housing Corporation;

4. That the standard of housing established by the Corporation be made a little more flexible so as to favour the building of a larger number of houses.

The CCCL completed its representations by an additional memorandum containing requests already presented to the federal authorities.

Among other subjects, these requests, wihch were grouped under 11 headings, dealt with immigration, family allowances, diplomatic representation at the Vatican, the International Labour Office, freedom of association and collective bargaining. The establishment of a permanent price-inquiry commission was also requested.

Government's Reply

Replying in French to the CCCL brief, Prime Minister St. Laurent made a point of congratulating the organization for realizing the fact that its real interests lie in improving the well-being of the nation as a whole and not solely in promoting the interests of organized labour.

Before reviewing the main representations contained in the brief, he repeated that the CCCL's recommendations, made in a completely objective fashion, will be given most careful consideration.

Mr. St. Laurent stated that the Government shares the CCCL's opinion that communism will really be beaten on economic grounds. He explained that this is the object of the Colombo Plan and of the United Nations technical assistance program. Nevertheless, he specified that all aggression must be resisted.

"We must do our share," he said, "in establishing that powerful army which is, unfortunately, necessary in order to make aggression against the free nations less attractive."

He added that the cold war, which has been going on for a number of years now, has not yet degenerated into a world conflict.

In reply to the fears expressed by the CCCL, the Prime Minister stated that none of the consequences which the unions were afraid would result from the plan for re-drafting the Criminal Code need be feared if this legislation were always applied honestly and in good faith.

However, Mr. St. Laurent acknowledged that it would perhaps be advisable to change certain legal texts in order to avoid the temptation to make an improper application of them.

The Prime Minister therefore requested the CCCL to inform the parliamentary committee now studying the new Criminal Code of its misgivings and to submit representations to it.

While admitting that the suggestion put forward by the CCCL with regard to the sharing of the family income between husband and wife would favour the family earning $4,000, the Prime Minister also pointed out that this system would be still more favourable to a family whose income amounted to $40,000.

"If it is disagreeable to pay income tax," he said, "it is also disagreeable to collect it, and as the Government has to obtain the revenue necessary to carry on its administration these charges must be accepted."

Mr. St. Laurent qualified as "exaggerated" the statement that a great many persons avoid paying income tax. "There may still be some cases of evasion," he admitted, "but not as many as people would like to make you think." On the contrary, he pointed out, the rigorous way in which the law is enforced by the Department of National Revenue has given rise to numerous complaints.

Repeating that it is the duty of every Government to make sure that funds are available for carrying on its administration, the Prime Minister pointed out that a person who does not pay his income tax is hurting, not the Government, but his fellow-citizens.

Mr. St. Laurent agreed with the CCCL that it is important not to lower the rates of contributions to the unemployment insurance fund. "We must not count on having Providence always grant us those favourable conditions by which we have benefited for some years now," he said. The Prime Minister also stressed the fact that numerous improvements have been made in the Unemployment Insurance Act during the last few years and that progress is still being made.

Referring to the CCCL's request for free broadcasting time on the CBC, Mr. St. Laurent said that he was not an expert on the matter but that, personally, he could not see why organized labour should not enjoy the same advantages as the agricultural class.

Such broadcasts, he added, should have a favourable effect on all the Canadian people. He therefore urged the labour leaders to bring this request, as well as their request for Polish-language broadcasts on the CBC's international service, to the attention of the Corporation.

Referring to the "additional memorandum" accompanying the CCCL's proposals, which contained a résumé of the requests already presented to the federal authorities, in the hope that the Government would give consideration to them, the Prime Minister called on the labour delegates not to lose patience.

"If you do not obtain all the desired results immediately," Mr. St. Laurent said, "that does not mean that you should drop your representations."

Jean Marchand, CCCL General Secretary, did not say a word but shook his head to indicate that the CCCL does not intend to give up and that the additional memorandum, made up from the list of unsatisfied requests, will not cease to appear before the Cabinet.

The Prime Minister reminded the labour delegation that a system of pensions for invalids could not be set up unless a change were made in the constitution, which would require the consent of the provinces. He explained that public opinion in the ten provinces would have to exert sufficient pressure on the provincial authorities to convince them that such a step was necessary.

Mr. St. Laurent then suggested that the CCCL make its sentiments known to the Royal Commission recently set up by the Quebec Government to study federal-provincial relations.

The housing problem also led Mr. St. Laurent to speak of federal-provincial relations. The Prime Minister recalled that he had just visited some extensive house-building projects in the Toronto area and said he would like to see similar propects undertaken in other parts of the country.

He stressed the fact that if such projects are to be carried through successfully there must be close co-operation between the authorities of the different Governments and the Central Mortgage and Housing Corporation. He specified that better results are always obtained through combined efforts and co-operation with a view to the realization of desirable objectives than when there is mutual distrust.

He added that there is no difference of opinion concerning the concepts of administrative machinery but that opinions do differ concerning the way in which best results can be obtained therefrom.

The Prime Minister concluded his remarks to the delegation by reminding them that Canada, although a relatively young country, is making constant progress. He added that the trade unions are making an effective contribution to this progress by realizing that they are serving their own particular interests better when they serve the general interest.

Cabinet Ministers Present

Members of the Government who received the delegates from the Canadian and Catholic Confederation of Labour included: Rt. Hon. Louis St. Laurent, Prime Minister; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and of Defence Production; Hon. Douglas C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Gordon Bradley, Secretary of State; Hon. Walter E. Harris, Minister of Citizenship and Immigration; Hon. Alcide Coté, Postmaster General; and Hon. Alphonse Fournier, Minister of Public Works.

Also present were Paul E. Coté, Parliamentary Assistant to the Minister of Labour; A. H. Brown, the new Deputy Minister of Labour; and several Members of Parliament from Quebec.

Railway Transportation Brotherhoods

National transportation policy is demanded by railway brotherhoods. Amendments to Railway Act, Explosives Act and Criminal Code, higher unemployment insurance benefits are also sought in annual memorandum

A national transportation policy was the major demand of the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods when it presented its annual memorandum to the Cabinet March 13.

Recognizing that the basic question of federal versus provincial jurisdiction over interprovincial and international motor vehicle traffic on Canada's highways remained to be solved, the Brotherhoods said they were awaiting with interest the decision of the Privy Council on the matter.

The Committee declared that effective regulation and control of all interprovincial and international highway traffic could be established by an amendment to the Transport Act which would place motor vehicles in the same position as railways and ships. It would thereupon become the duty of the Board of Transport Commissioners, said the brief, to co-ordinate and harmonize their operations with those of the highway carriers. These carriers would lose some of their freedom of action but would acquire a status which they do not now enjoy, the Committee's brief pointed out.

Other recommendations in the brief concerned amendments to the Railway Act, the Explosives Act and the Criminal Code; increases in unemployment insurance benefits; old age security and health services, fair employment practices, income taxes, housing, immigration, education, broadcasting and labour representation on public bodies.

The delegation, representing about 40,000 railway workers, was headed by J. L. D. Ives, Chairman of the Committee, who read the brief. The Prime Minister, Rt. Hon. Louis St. Laurent, and 14 members of the Cabinet were present at the meeting.

The Railway Act

The Committee again this year urged that Section 250 of the Railway Act be amended to provide for statutory side clearances applicable to all railway lines and tracks, regardless of when they were built.

While noting that the Board of Transport Commissioners had issued a great many orders, based on the provisions of Section 250 of the Act, approving clearances with applicants undertaking to keep their employees off the tops and sides of cars while operating past restricted clearances, the Committee proposed in particular the following amendments to the section: (1) a safe side clearance appropriate to the use of equipment of present dimensions in addition to vertical clearances now prescribed by subsection 1; (2) subsections 3 and 5 to be amended to conform with subsection 1; and (3) new construction or alterations of buildings to conform with the side clearances prescribed in subsection 1.

The Committee drew attention to the hazards of level crossings, pointing out that these hazards have increased proportionately with the increased mileage of improved roads and the number, dimensions and speed of motor vehicles. Something must be done, stated the brief, to halt the unnecessary loss of life and property due to increasing highway traffic and the speeding up of trains.

The only practical solution to the crossing accident problem, declared the Committee, is the elimination of level crossings and the construction of either over-passes or under-passes on all highways. The Committee suggested that as an immediate solution, all crossings should be protected by either manual or automatic signals.

The brief suggested that the annual grant to the Grade Crossing Fund be increased to $2,000,000. The Committee was pleased to note that the Government had directed the Board of Transport Commissioners to make a thorough investigation of the railway-highway crossing problem.

Explosives Act

More protection for the public and for those who are required to handle or be in the vicinity of vehicles carrying gasoline, explosives and other inflammable material was urged in the brief.

The Committee suggested that the regulations under the Explosives Act dealing with such traffic be revised and made to conform more closely to the regulations of the Board of Transport Commissioners covering the transportation of such material by railways.

Criminal Code

Concern was expressed by the Committee over certain provisions of the Criminal Code. Section 52, dealing with sabotage, could be used, said the brief, against unions engaged in a legal strike, regardless of the intention of the legislators. Section 365 of the proposed Bill "O" could mean that a legal strike is considered a breach of contract in the province of Quebec where, under the civil code, an individual work contract is presumed to exist between employer and employee. Another section could be interpreted as outlawing picketing.

The Committee urged that these sections be clarified so that the recognized rights of *bona fide* trade unions will be protected.

Unemployment Insurance Act

Declaring that the Unemployment Insurance Fund is sufficient to meet the needs of the unemployed person more adequately than is now being done, the brief requested amendments to the Act to provide: (1) a three-day waiting period; (2) a $3-increase in maximum weekly benefits for all groups; (3) a two-week extension of the supplementary benefit period from April 15 to April 30; (4) coverage for all workers gainfully employed in all occupations; (5) extension of the clause in the Act protecting union rights to protect workers who refuse to cross another union's picket lines; and (6) sickness disability insurance for all insured workers.

Social Security

Old Age Security

Appreciation was expressed for old age security legislation already enacted. However, the Committee suggested that the pension allowance of $40 per month be increased to at least $50 per month and urged that old age legislation be extended to provide assistance to women between 60 and 65 years of age with a means test and pensions to all persons 65 years of age and over without a means test.

Health Services

Pointing out that under existing economic and social conditions many citizens are not receiving adequate medical, surgical and hospital services, the Committee urged that a national health insurance plan be established at the earliest possible date.

Fair Employment Practices

Expressing concern with the provisions of Bill 100, the Canada Fair Employment Practices Act, the Committee stated it would not be in the best interests of either employers or employees to restrict the freedom of employers to choose the type of employee considered most suitable for the job or position to be filled at the immediate moment, or to be filled later on through promotion.

The Committee declared that trade unions, particularly those which are fraternal in scope, should still continue to enjoy the right to determine eligibility for membership. The proposed Act, said the brief, would make it compulsory to admit communists to union membership.

The Committee declared its opposition to any legislation restricting the right of employers to choose suitable employees and denying unions the right to determine eligibility for membership.

Income Tax Act

Pointing out that heavy taxation continues to be a burden to the average wage-earner, the Committee declared that, in arriving at the proper amount of exemptions to be allowed taxpayers, the first governing factor should be the assurance of a reasonable standard of living. The cost of maintaining a reasonable standard of living has greatly increased during the past few years, said the Committee, and it naturally follows that a proportionate increase in the amount of exemptions is justified.

The brief requested that statutory exemptions be increased to $1,500 for single taxpayers, $3,000 for those with dependants and $500 for each dependant not eligible for family allowances. It further requested that the term "dependants" include all those, regardless of age, who are attending educational institutions and vocational training classes, and that all medical expenses for the taxpayer and his dependants be deductible in computing taxable income.

Housing

Pointing out that the backlog of needed dwellings in Canada is increasing each year and that the National Housing Act, as now applied, is of no assistance to the great majority of wage-earners whose annual income is less than $3,600, the Committee declared that the Government should regard the housing shortage as a national emergency.

The brief suggested that the rate of government interest under NHA be lowered to 3½ per cent for those private citizens only who earn not more than $3,000 per year, that the low interest rate be retained in the event of re-sale of the house to another person earning the same amount or less, and that such houses be re-sold only when the wage-earner is transferred to another district, or when there is a need for larger family accommodation, or when the wage-earner's income increases, enabling him to obtain a mortgage at prevailing rates of interest.

The Committee presented figures to show that a home costing $5,750 is within the reach of a worker earning $40 per week but that such a dwelling is not available.

Immigration

The Committee expressed its full accord with the Government's policy of selective immigration. It approved of the citizenship classes which in 1952 provided some

45,000 newly-arrived persons with vocational training and facilities for learning English and French.

Seasonal employment, said the brief, necessitates regulating the number and time of arrival of immigrants to periods of the year offering the best employment opportunities.

Other Recommendations

Education

The Committee commended the Government for providing financial assistance to Canadian universities. It suggested that favourable consideration be given to granting federal aid for apprenticeship which, it declared, is in a far from satisfactory situation.

Broadcasting and Television

The Committee re-affirmed its support of public ownership and Government control of radio broadcasting and television under the trusteeship of the Canadian Broadcasting Corporation.

Labour Representation

The brief expressed the hope that the Government would continue and extend its policy of affording labour representation on public bodies, boards and commissions. It suggested that it would be in the national interest to appoint representatives of labour to the Senate when vacancies occur in that body.

Replacement of Steam Locomotives

The brief urged that legislation be enacted providing benefits for employees who are displaced or reduced to a lower grade occupation by the utilization by the railways of diesel-electric power as a substitute for steam.

The brief was submitted on behalf of the Brotherhoods by J. L. D. Ives, Chairman of the Committee, Order of Railway Conductors; W. H. Phillips, Vice-Chairman of the Committee, Order of Railroad Telegraphers; J. B. Ward, Secretary of the Committee, Brotherhood of Locomotive Engineers; A. H. Balch, Brotherhood of Railroad Trainmen; J. G. McLean, Brotherhood of Locomotive Firemen and Engineers; and W. K. McKee, Brotherhood of Maintenance of Way Employees.

Government's Reply

Replying for the Government, the Prime Minister said he was aware that the Brotherhoods were making their recommendations with the objective of maintaining and stimulating the economy of Canada for the general benefit of all citizens.

He said the specific recommendations made with respect to the Railway Act would be given consideration. He drew attention to the difficulties that arise from the divided jurisdiction between the federal Parliament and the provincial legislatures.

Mr. St. Laurent indicated that joint co-operative action by the federal and provincial governments was required in dealing with such matters as side clearances on the railways, the control of highway traffic and the regulation of motor transportation of explosives.

On the subject of level crossings, Mr. St. Laurent expressed his own concern and the concern of the Board of Transport Commissioners about the large increase in the number of accidents. He said the survey of accidents made by the Board showed that the problem is one that needs to be dealt with in a substantial way.

Over the last year there has been, said the Prime Minister, an increase in the general production of the Canadian economy which made it possible to revise to an extent the apportionment of the taxation burden in this year's budget.

Agreeing that the level of taxes at the present time is a burden to the average wage-earner, he said the Government was endeavouring to distribute that burden as fairly as possible over the whole body of taxpayers.

The Prime Minister said the housing situation is a problem and he expressed the hope that the total of 400,000 houses built in the last five years, an average of 80,000 per year, would be bettered in the future.

He said the Government realized that it is in the national interest to have as many home owners as possible but added that he did not think there was any immediate prospect of being able to provide housing at a cost of $5,750 per unit.

Mr. St. Laurent said the Government appreciated the fact that representatives of organized labour in Canada have approved the policy of using radio broadcasting and television for the benefit of the Canadian public generally.

The Prime Minister said that in framing the Fair Employment Practices Act there was no intention of curbing the legitimate requirements of employers in hiring workers, nor of interfering with the autonomous rights of labour unions to control their own membership. Qualifications to this effect had been placed in the context of the proposed statute, he said.

Cabinet Members Present

Members of the Government who received the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods were: the Prime Minister; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production; Rt. Hon. James Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. James J. McCann, Minister of National Revenue; Senator the Hon. Wishart Robertson; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. Gordon Bradley, Secretary of State; Hon. Walter Harris, Minister of Citizenship and Immigration; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Alcide Coté, Postmaster General; and Hon. James Sinclair, Minister of Fisheries.

Wage Changes during 1952 in Collective Agreements

Wage increases were provided by 95 per cent of the 1,795 collective agreements analysed by the Department of Labour during 1952. Of the workers covered in the survey, 94 per cent received wage increases

Wage-rate increases were provided by 95 per cent of the 1,795 collective agreements analysed by the Department of Labour during 1952. This analysis, part of a continuing study by the Economics and Research Branch, included agreements covering nearly 580,000 workers. Of the workers covered in the survey, 94 per cent, or 542,000, received wage increases. About one-third of the increases were between 10 and 15 cents an hour.

The Department actually received 2,244 current agreements, but for 449 it was not possible to determine the amount of the wage change. The latter group included some agreements received for the first time, which did not indicate the wage change, and other agreements in which successive wage scales were not comparable. More agreements were received which took effect in the earlier part of the year than in the latter months so that the survey coverage is best for the first three-quarters of the year. The agreements have been analysed according to the date at which the wage change became effective.

The agreements studied provide for several different types of wage settlement. In the main group of more than 1,500 agreements, each contract provided for a single wage increase. The practice of bargaining a series of increases to take place periodically over the term of the agreement, which has become more common in recent years, was employed in an additional 168 of the agreements analysed for this study. Total increases in these contracts applicable during the year 1952 have been dealt with separately below. A smaller number of contracts, including agreements covering more than 20,000 loggers in Ontario and Quebec, indicated no change in wage rate. Finally, a single agreement covering fewer than 10 workers provided for a reduction in wages.

Wage-Change Trends

Of the 1,545 agreements covering some 467,000 workers which provide for a single wage increase, the largest number of settlements, covering a third of the workers, fell within the range of 10 to 14·9 cents an hour. In 1951 also, about one-third of

TABLE 1.—NUMBER OF AGREEMENTS EXAMINED AND WORKERS COVERED

—	Number of Agreements	Number of Workers
Total agreements examined....	2,244	627,402
Agreements included in the present study.....	1,795	579,328
Agreements providing:		
one wage increase.....	1,545	467,008
more than one increase.....	168	75,038
no change.....	81	37,276
wage decrease.....	1	6

TABLE 2.—WAGE CHANGES IN 1,627 COLLECTIVE AGREEMENTS BARGAINED DURING 1952

Distribution of Agreements and Workers Covered by Category of Increase*

Amount of Increase per Hour	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
No change	82	5·0	37,300	7·4
0- 4·9 cents	95	5·8	48,900	9·7
5- 9·9 cents	393	24·2	120,700	23·9
10-14·9 cents	463	28·5	168,200	33·4
15-19·9 cents	356	21·9	86,300	17·1
20-24·9 cents	132	8·1	22,900	4·5
25 cents and over	106	6·5	20,000	4·0
Totals	1,627	100·0	504,300	100·0

* Agreements providing for more than one increase during year not included.

the workers received increases within this range. However, in 1951, larger increases were more prevalent, whereas in 1952 the predominant group received lesser amounts. While wage advances were thus of smaller dimensions on the average in 1952 than in 1951, it should be noted that the surveys are not strictly comparable from year to year since the coverage varies. Furthermore, agreements which have a duration of two years will be included in these analyses only in alternate years and still other agreements have a longer duration.

Wage Changes by Industry

The pattern of wage increases in a few industries varied slightly from the general conclusions which have been noted. In manufacturing, for example, wage advances involving 5 to 9·9 cents slightly outnumbered those in the 10- to 14·9-cent group.

The majority of settlements in construction and in public utilities were in the range of 15 to 19·9 cents. Other industries more nearly approximated the general pattern. The only outstanding exceptions were two large groups of loggers, one of which received an increase of 5½ cents in the second quarter of the year while the other settled for 4 to 5 cents in the last quarter.

Deferred Increases

In addition to the 1,545 agreements analysed above, which provided for one wage increase, there were 168 agreements which provided for more than one increase during the year. These agreements, affecting 75,000 workers, are summarized in Table 5. The total amount of the increases applicable to the year 1952 are shown. The bulk of the employees receiving deferred increases were in manufacturing, with mining being the next largest group. Taking into consideration the total amount of increase becoming effective during the year, the pattern in these contracts resembled that in the other 1,500 agreements, in that about one-third of the workers received 10 to 14·9 cents per hour.

Other Settlements

The foregoing discussion of wage changes disregards many other changes in agreements which may have affected the wage settlement. Change in working hours, paid holidays, vacation, overtime, cost-of-living bonus plans, and many other items may have influenced the wage-rate adjustments in the 1952 agreements. The extent and nature of some of these settlements are dealt with below.

A number of the agreements provided, in addition to general wage increases, escalator clauses under which wages are to be changed in accordance with variations in the cost-of-living index. The largest group of these affected workers whose wage-rate increases fell within the range of 5 to 9·9 cents an hour, although in the category of 20 to 24·9 cents an hour roughly one-third of the workers were covered by cost-of-living provisions. It is likely that these clauses resulted in a slight downward pressure on wages, as the index declined gradually during 1952. In a number of the agreements received during 1952, escalator clauses formerly in effect had been dropped.

Reductions in hours of work were contained in 281 agreements affecting 63,000 workers. The largest group of these received wage increases in the 5- to 9·9-cent range. In three agreements, hours of work were extended.

TABLE 3.—ESCALATOR CLAUSES IN AGREEMENTS ANALYSED, 1952*

Per Cent of Total Coverage with Escalator Clauses

	Agreements	Workers
No change	18·2	4·8
0— 4·9 cents	32·0	20·2
5— 9·9 cents	16·5	38·8
10—14·9 cents	11·4	12·7
15—19·9 cents	15·2	9·8
20—24·9 cents	15·2	34·0
25 cents and over	14·2	18·7
Total	15·5	19·8

*Table 3 does not include 37 agreements covering 22,356 workers who received more than one increase during the year and who were covered by escalator clauses.

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TABLE 4.—WAGE CHANGES IN 1,545 COLLECTIVE AGREEMENTS BARGAINED DURING 1952

Distribution of Agreements and Workers Covered by Category of Increase and by Quarter in which Increase became Effective*

Amount of Increase per Hour	First Quarter		Second Quarter		Third Quarter		Fourth Quarter		Totals	
	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered
0- 4·9 cents	34	8,100	30	12,700	23	2,900	8	25,200	95	48,900
5- 9·9 cents	115	19,900	140	66,300	81	26,000	57	8,500	393	120,700
10-14·9 cents	161	38,600	178	84,800	91	31,700	33	13,100	463	168,200
15-19·9 cents	139	21,300	156	51,000	43	10,800	18	3,200	356	86,300
20-24·9 cents	67	14,300	43	5,900	19	2,400	3	300	132	22,900
25 cents and over	36	12,100	34	4,900	25	1,600	11	1,400	106	20,000
Totals	552	114,300	581	225,600	282	75,400	130	51,700	1,545	467,000

* Agreements providing for more than one increase during year not included.

TABLE 5.—TOTAL AMOUNT OF WAGE INCREASE IN COLLECTIVE AGREEMENTS HAVING MORE THAN ONE INCREASE DURING 1952

Distribution of Agreements and Workers Covered by Category of Increase and by Industrial Groups

Amount of Increase per Hour	Mining		Manufacturing		Construction		Transportation and Communications		Public Utilities		Trade, Finance and Services		Totals	
	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered
0- 4·9 cents	.....	.....	12	11,700	1	600	.....	.....	.....	.....	4	300	17	12,600
5- 9·9 cents	3	8,700	36	13,100	.....	.....	1	100	.....	.....	4	200	44	22,100
10-14·9 cents	2	900	25	22,400	4	600	12	5,900	5	200	3	400	51	30,400
15-19·9 cents	.....	.....	14	3,900	4	900	3	700	1	50	2	200	24	5,750
20-24·9 cents	.....	.....	5	500	8	2,000	1	2	2	100	.....	.....	16	2,602
25 cents and over	.....	.....	4	700	8	900	3	100	.....	.....	1	10	16	1,710
Totals	5	9,600	96	52,300	25	5,000	20	6,802	8	350	14	1,110	168	75,162

THE SLOAN REPORT

Chief Justice Sloan's 400-page report summarizing the results of his exhaustive, two-year inquiry into workmen's compensation in British Columbia, laid before Legislature in February 1952, is reviewed here

The British Columbia Workmen's Compensation Act and its administration by the Workmen's Compensation Board were examined by Chief Justice Sloan of the British Columbia Supreme Court acting as a Royal Commissioner. His report, a volume of more than 400 pages, laid before the Legislature in February 1952, summarizes the results of his exhaustive inquiry, which lasted for more than two years, from November 7, 1949, until November 23, 1951.

Because of the wide terms of his Commission, the Commissioner, who had acted in a similar capacity in 1942, dealt with hundreds of submissions from labour, industry and others requesting amendments to the Act or making general or specific complaints against the Board's administrative policies. Sitting for 226 days at Vancouver, Victoria, Trail and Nelson, he heard the evidence of 630 witnesses which, together with the arguments of counsel and others, filled almost 23,000 pages of transcript. More than 1,200 exhibits were filed. In the course of his inquiry the Commissioner inspected rehabilitation centres in Toronto, Montreal, New York, San Francisco, Los Angeles and Orange, N.J.

Consideration of the various issues raised involved not only a detailed examination of every phase of the Board's administration but also a discussion of the history and fundamental principles of the Act.

The report contains a discussion of the two alternative methods which may be used in compensation administration in arriving at the amount of compensation payable for an injury (compensation based solely on loss of physical function or compensation based on wage-loss), explains why, in the Commissioner's judgment, requests for payment of compensation for disability on the basis of 100 per cent of earnings cannot be justified, and gives reasons why increased benefits should not be made retroactive.

Blanket coverage of all occupational diseases was rejected as being in no way superior to the present method of scheduled coverage. The whole field of silicosis was reviewed and the Commissioner recommended that the system of medical examination similar to the one required in metal mines should be made obligatory in coal mines.

Because of the problems posed by recurring medical disputes, the Commissioner recommended that in the public interest a permanent three-man Medical Appeal Board should be established with jurisdiction to decide disputed questions of diagnosis and of the extent of a workman's functional disability.

Charges that the Board had not exercised leadership in accident prevention made it necessary for the Commissioner to examine all phases of the Board's safety work and the Board was commended for its long-continued efforts in this field.

Because the Sloan report contains much information of interest to workers and employers concerned with workmen's compensation, it has been reviewed here in as much detail as possible. The review, by the Legislation Branch, Department of Labour, will appear in two instalments.

INSTALMENT I

Scope of Act

As a result of the province's industrial growth and the extended coverage of the Act, the work of the Workmen's Compensation Board has steadily increased. A comparison between the figures for 1941 and 1950 shows an increase in the assessment payroll from $241 million in 1941 to $695 million in 1950, in the number of firms registered with the Board from 8,709 to 20,920 and in the amount of compensation and medical aid paid from about $5 million to about $14 million.

The report estimates that 316,000 workers were covered by the British Columbia Act in 1950. Commenting on its wide coverage, the Chief Justice stated: "It is difficult to name an industry of any hazard which is not now covered, or which is not entitled to coverage under the elective system. Any new industry in which a hazard exists will doubtless come within the Act by Regulation of the Board".

Regarding the main exclusions, agricultural workers, domestic servants and office

Major Recommendations of Sloan Report

1. An increase from 66⅔ to 70 in the percentage rate of earnings used in computing compensation.
2. An increase from $2,500 to $3,600 in the maximum amount of annual earnings on which compensation is based.
3. An increase in funeral allowances and in monthly benefits to widows and other dependants. Payment of hospital insurance premiums of widows and orphans from the Accident Fund.
4. Removal of limitation on Board's annual expenditure for rehabilitation work.
5. Compulsory coverage of farm workers.
6. Elective coverage of domestic servants.
7. The creation of a Medical Appeal Board.
8. Annual physical examination and issue of certificates of fitness for workers in coal mines.

NOTE: The first four of these recommendations were implemented by the British Columbia Legislature at the 1952 Session (L.G., June 1952, p. 783).

personnel, the Commissioner recommended that the Act be amended to extend compulsory coverage to agricultural employees, that provision be made for elective coverage of domestic servants, and that no change be made in relation to office personnel.

Farm Workers

The report discusses very thoroughly the coverage of farm workers in British Columbia and in other jurisdictions. No province provides for compulsory coverage but farm workers may be brought under the Act by application to the Board in British Columbia and in most of the other provinces. Only a small number of the estimated 79,000 employed in agriculture in the province (including both hired and self-employed) apply for coverage. In 1950, 72 farmers applied and their workmen were brought within the Act. The fact that few, if any, farm workmen have requested coverage (in British Columbia an industry may be brought under the Act by application of *either* employer or workman) was due, according to the report, to lack of information as to their rights and to inadequate organization.

The assessment rate charged by the Board for farming has fluctuated with the amount of annual assessed payroll and the number of employers covered by voluntary application from a low of 23 cents to a high of $10.90 on $100 of payroll. The assessed farm payroll for 1949 was $289,018. The 1951 assessment rate was $3 per $100 of payroll.

The fact that farming has now become a mechanized industry with all the hazards inherent in the use of power-driven machinery led the Commissioner to recommend the inclusion of farm workers under the Act. Statistics compiled by the Dominion Bureau of Statistics, showing that from June 1, 1946, to June 1, 1947, an estimated 37,200 farm accidents occurred in Canada, demonstrated that "the agricultural industry is fraught with hazard". Of these, 900 happened in British Columbia. Available American statistics on farm accidents also illustrate their high-frequency rate.

In all but seven of the United States, farm employees are specifically excluded. In the seven which provide for coverage—California, Connecticut, Louisiana, New Jersey, Ohio, Vermont and Washington—many farm workers are effectively removed from compulsory coverage by exemptions based on number of employees, size of payrolls, elective provisions, etc. In California, farm employment is included unless a farmer's payroll for the preceding calendar year was less than $500 or unless the farmer or his employees elect to remain outside the Act. In that state, however, the great majority of farmers having a payroll of at least $500 have elected coverage and their assessment rates based on each $100 of payroll are as follows: dairy-farms and sheep-raising, $3.07; field crops and stock-farms, $3.84; orchards and poultry-farms, $2.36; truck-farms and vineyards, $1.03.

Unlike Canada and the United States, where the general run of farm labour is without the protection of compensation laws, 34 countries, including Great Britain, New Zealand and Australia, place farm employees on the same footing as any other group.

On the subject of compensation for farm labourers, the Commissioner quoted a section of a report given at the 1947 conven-

tion of the International Association of Industrial Accident Boards in Toronto, which summed up the farmer's traditional objection, his changing attitude and the need to provide for compulsory coverage of all farm workers.

> The farmers at the time of the passage of the early laws opposed the whole idea of workmen's compensation or at least opposed the application of the law to them. Their opposition undoubtedly sprang from lack of understanding of the purposes behind the workmen's compensation laws and the possible benefits to the farmers themselves. Their opposition, however, was effective in all of the legislatures.
>
> The farmer is an individualist. He wants to do things in his own way, unfettered and unhampered by rule or regulation or legislative fiat. Being told that he must buy insurance or else suffer criminal or financial penalties is not to his liking.
>
> The farmer was also inclined to possess the view that workmen's compensation laws were all right for factories and similar establishments where machinery was used, but he could see no reason for its application to the farm. In the early days of workmen's compensation, the average farmer regarded himself as simply a tiller of the soil who made his living with the aid of draft animals and the few simple farm tools handed down through the ages. He reasoned also that there was no danger to life and limb on the farm compared to the dangers involved in manufacturing and commercial establishments.
>
> Another reason for opposition to the applicability of workmen's compensation to the farm was the farmer's fear of the cost. More often than not he did not know how much it might cost, but whatever the cost he felt that it would add to his already heavy burden.
>
> Between the time when the workmen's compensation acts were being first considered and the present time, much has happened to destroy and render obsolete the farmers' reasons for opposing the workmen's compensation laws.
>
> To a very large degree the nature of farming has undergone a change. The hand hoe and horse-drawn plough are no longer the only tools of the farmer. The farm of today is mechanized and electrified and the modern farm employee in many instances uses and is subject to the danger from machinery quite as much as the factory worker.
>
> Actually the farm never was as safe a place of employment as the farmer thought and under modern mechanized conditions it takes high rank among the dangerous occupations. There are more fatalities in agriculture than in any other industry group.
>
> There are many signs that the attitude of the farmer himself toward the idea of workmen's compensation is changing. . . A substantial percentage of farmers today are college trained at agricultural colleges or general universities. The radio keeps him abreast of the times. The automobile, the airplane, and other rapid means of transportation have broken down provincialism. Two world wars have afforded the modern farmer opportunities for travel and have broadened his horizon. The farmer of today is not the same individual, socially and educationally, that the farmer of 30 years ago was. But unfortunately he still is not as interested in workmen's compensation as he should be.
>
> As administrators of workmen's compensation laws, we all recognize the value of workmen's compensation coverage both to employees and employer. In common with the original proponents of the workmen's compensation laws, all of us will no doubt agree that the ideal for which all should strive is coverage of every employee of whatever class or group. To reach this goal in full as far as farm workers are concerned, all specific exclusions contained in most of our laws would have to be eliminated, all numerical and other types of exemptions would have to be stricken out, and the basic provisions of a majority of laws would have to be amended so as to provide for compulsory coverage.

In the hearings it was pointed out that farming operations were widely diversified and that hazards varied with the type of farming carried on. After hearing the evidence, the Commissioner was of the opinion that numerical and other exemptions, such as limiting coverage to certain geographical areas or to persons engaged in handling mechanical equipment, would not be administratively practicable and he therefore recommended that the Act should be amended to apply to all employees in the various fields of agriculture.

If this recommendation were adopted by the Legislature, the Commissioner felt that it would result in a very real reduction in the present too high accident frequency in the industry, a reduction which would follow from "the activities of the Accident Prevention Division of the Board in carrying out an educational program now lacking in this field, from inspection and betterment of hazardous conditions, and from the development of safe practices by the farm operators themselves in order to reduce assessment rates".

Domestic Servants

As regards the request for compulsory coverage of domestic servants, evidence showed that, because of the nature of the employment, the cost of providing benefits would be disproportionately high and that coverage would be from an administrative viewpoint nearly impossible. The Commissioner's recommendation was that Section 2(2), which excludes domestic servants and their employers from the Act, be repealed and that an employer of a domestic servant or a domestic servant be allowed to apply for coverage under the optional section of the Act (Section 5).

Student Trainmen

The Commissioner also recommended that student trainmen be given the pro-

tection of the Act. The railway unions pointed out that certain railway companies, as a condition precedent to the employment of a man as a trainman, require that he undergo a preliminary course of instruction, and that while so engaged, although not under a contract of service or apprenticeship, he is subject to the same hazards as any employee.

In 1950, the Manitoba Court of Appeal held that a student trainman, under such circumstances, did not come within the definition of "workman" in the Manitoba Act, and the Act was later amended accordingly.*

The Commissioner considered that, when any employer subjects a student to the hazards of an occupation as a term of future employment, such student should be brought within the Act.

Fishermen

The Commissioner was unable to recommend that the Act be amended to extend coverage to all types of commercial fishermen who fish as a means of livelihood and who supply fish to a person licensed under the provincial Fisheries Act. Fishing companies did not favour any extension of the Act but in fact challenged the validity of the present coverage.

The Act of 1916 applied to employers and workmen in the fishing industry as it does today. The determination of whether or not a fisherman is an employee within the meaning of the Act and the directives of the Board must be made in each case in the light of the existing relationship between the fisherman and the fish-buying company. The general rule adopted by the Board is that, if the essence of the relationship is the sale of the fisherman's labour, coverage is extended. Where the worker is not selling his labour as such but a commodity—fish, he is not covered by the Act. In this regard the Commissioner quoted his statement in 1942, stating that the same situation exists today.

> At the present time a fisherman who uses a boat, or boat and gear supplied by a cannery and who is under contract to sell his catch to that cannery is deemed by the Board to be a "workman" and entitled to compensation. The earnings of the fishermen within that category are determined by taking the gross value of the catch, less net and boat rentals and other operating expenses. . . On the other hand, the Board has held that "independent fishermen"—that is, those who own their own boats—cannot be considered as "workmen" and are in consequence outside the scope of the Act.

The greater percentage of commercial fishermen have been regarded not as employees but as independent contractors and are outside the Act. Herring fishermen, most salmon-seine fishermen and some salmon gill-netters are covered. Halibut fishermen and salmon trollers are not within the Act.

In the Commissioner's opinion, the union's proposed coverage of *all* commercial fishermen would create an arbitrary relationship of employer and employee between the fishermen and the companies purchasing the fish caught by them.

> The test for coverage would be determined by the mere fact of occupation alone. Such a theory is a complete departure from the basic concept of compensation legislation, which has as its foundation the employee and employer relationship. If this new occupational-coverage theory is engrafted into the Act, it cannot with any logic be limited to the occupation of fishing. Thus we would find independent producers and sellers of all kinds of products being regarded in law as the employees of those who purchase their wares. For instance, a farmer owning his own farm and selling potatoes to a wholesaler would be an employee of that wholesaler. An independent logger selling logs to a mill would fall within the same category and be an employee of the mill.

To include within the Act occupations rather than employees would be to distort the Act out of all semblance to its original basis.

The fishermen's union also requested an amendment to the section which provides that medical aid is not payable to a workman employed on a vessel while it is being provided from the Sick Mariners' Fund under Part V of the Canada Shipping Act but that any additional medical aid may be furnished which is not provided under the Canada Shipping Act. The union asked that the Board should be given discretion to pay the medical costs of a workman when, for reasons beyond his control, he cannot be furnished prompt, necessary or emergent medical care under the Canada Shipping Act. The Commissioner found the request reasonable and recommended that the section be amended accordingly.

*As were the Acts of Alberta, Ontario, Prince Edward Island and Saskatchewan.

Blanket Coverage

As in 1942, the Commissioner did not favour "blanket coverage" of all occupational diseases, which was requested by many unions, in preference to the present system of "scheduled coverage".

Under the scheduled coverage plan, the Act contains a list of diseases faced by an accompanying column specifying the process or industry to which the diseases are peculiar. The Workmen's Compensation Board has power to add to the schedule as conditions may arise necessitating the extension of either the list of diseases or the associated processes or industries.

One of the union complaints was that the Board "failed to exercise initiative" in adding new diseases to the schedule, a complaint which the Commissioner found unjustified. Under the original Act of 1916, six diseases were made compensable. In 1942 the list had grown to include 23 diseases, and in 1951 to 60. "If this progression continues", the Commissioner observed, " 'blanket coverage', in effect, will, in time, result". A comparison with the scheduled coverage in other provinces (set out in a table in the report) shows that in British Columbia the list of compensable diseases far outnumbers that of any other province. Saskatchewan recognizes 38, Ontario and Newfoundland 26, and Quebec 23.*

The Commissioner found that, if the Board is satisfied that a disease is occupational in character, it is then added to the schedule with retroactive effect so that all medical bills of the claimant are paid as if the disease had been in the schedule when contracted. Once a disease is added to the schedule and subsequently contracted by a workman his illness is deemed to be due to the nature of his employment unless the contrary is proved. Such a statutory presumption could hardly be made to apply with any certainty to a system of blanket coverage. Further, for blanket coverage there must be a statutory definition and some guide as to what constitutes an "occupational disease". To use any published list of occupations and their potential hazards would be to have an extended schedule and nothing more.

Compensation and medical aid paid for industrial diseases, exclusive of silicosis and tuberculosis, for the four-year period 1947 to 1950, are set out in a table. Amounts paid are relatively minor in proportion to total expenditure on accident claims for the same period.

Rheumatism, Arthritis, Cancer

On the basis of medical evidence the Commissioner could not recommend that the Board should put rheumatism, lumbago, sciatica, arthritis and industrial skin or lung cancer in the schedule as requested by various unions. At present the Board regards as compensable any cancerous condition shown to be the result of trauma due to an accident suffered in the course of employment. Five provinces regard skin cancer as compensable.

Industrial Deafness

On the other hand, the Commissioner recommended that occupational deafness should be added to the schedule. Each claim for compensation for occupational deafness is dealt with on its merits and where it can be shown that a workman's deafness has been brought on by his occupation, e.g., following head injury or by prolonged exposure to excessive noise such as may be encountered in underground mining and ship-building yards, compensation is granted.

The Board pays compensation, however, on the basis that the workman is suffering from an accident and not a disease. In the Commissioner's opinion, based on the medical evidence before him, occupational deafness is a disease caused by a physical degeneration of the nerves which conduct the sound impulse and as such he considered that it should be scheduled. He felt that, if this were done, its incidence would in time decrease due to the adoption of more extensive measures of prevention, such as pre-placement audiograms and hearing tests.

Anthracosis

The United Mine Workers of America requested that anthracosis (a form of pneumoconiosis arising from inhalation of coal dust) be added to the schedule. The disease is being carefully studied but its

*In Ontario since 1947 and in Manitoba since 1950 a compensable industrial disease includes not only one of the diseases in the schedule but also any other disease peculiar to, or characteristic of, a particular process, trade or occupation. In Alberta, as a result of 1952 amendments, the Board has discretion to grant compensation for any disease which arises out of and in the course of employment.

precise nature is not yet clear and the Commissioner was unable to find that the disease results in any disabling incapacity in the province.

Silicosis

More than 30 pages of the report are devoted to a summary of the evidence presented concerning silicosis.

The Commissioner summed up the medical testimony regarding the disease, as follows: Silicosis results when fine silica dust has been inhaled and retained in sufficient quantity to produce detectable characteristic silicotic changes or lesions in the lung tissue. For this condition to develop, an exposure of from five to fifteen years to dust containing silica is required. Simple, uncomplicated silicosis progresses for a period varying in the individual, usually one to three years, and then stops. After the progress of the disease has become arrested, life expectancy of the silicotic is not affected except indirectly in the sense that his condition renders him more vulnerable to lung infections. Tuberculosis superimposed on silicosis may develop and terminate fatally or it may manifest atypical symptoms and remain quiescent for years.

The question of whether or not a silicotic should remain in employment subjecting him to further dust exposure must be determined by the special circumstances of each individual case. Men under 40 years of age who contract the disease and in whom it is showing signs of rapid progress should be removed from further exposure. The men over 40 must be dealt with each according to his special need. To change their occupation is not usually recommended.

It is difficult to determine the present incidence of silicosis since most of the cases now being recognized were contracted before the disease became compensable in 1936 when little or no attempt was made to reduce the dust hazard. Of the 20 cases first diagnosed in 1949, 17 entered the mines before 1930. Of the other three, one started in 1930, one in 1932 and one in 1934.

In the 1942 inquiry the Board's Silicosis Referee stated that, in his opinion, demonstrable silicosis requires, on the average, 12 to 14 years to develop, and the Commissioner forecast an increasing duration of exposure as preventive services were developed. Figures recorded in the report show that the average actual exposure in the province had increased from 12 to 14 years in 1942 to 21·23 years in 1947, 16·32 years in 1948, and 17·46 years in 1949. In the Commissioner's opinion, the average duration will continue to increase with adequate dust prevention and wise medical control and he expressed the hope that "with co-operation between men and management, under the watchful eye of the Board", the incidence of silicosis will be reduced almost to a vanishing-point in the province.

With regard to both dust control and medical control the Commissioner made specific recommendations.

In underground mining, dust-control measures consist of the suppression of dust at its source, removal of dust as near as possible from the point of origin, ventilation, and wetting down broken rock.

While it is not known with any certainty what is the maximum number of silica dust particles per unit volume of air which can be said to be innocuous, the number taken in the province as a reasonably safe concentration is 300 dust particles per cubic centimetre of air.

The report of the Workmen's Compensation Board's Dust Inspectors covering 57 inspections of 40 metal mines in 1950 is set out in tabular form showing the average of the dust concentrations found in underground workings, crushing plants and assay grinding rooms. From this record the Commissioner found that the very large expenditures of the mining industry for dust-control devices, coupled with the activities of the Board's inspectors, are achieving a generally satisfactory result in reduction of dust concentrations.

The Commissioner did not recommend the posting of the inspectors' dust-count, as suggested by the miners' unions, stating that it appeared that this procedure would cause confusion rather than enlightenment. Instead, his recommendation was that a summary of the inspector's recommendations for the improvement of dusty conditions should be posted in a conspicuous place where it could be seen by the workmen. This practice must be followed by mines inspectors under the Metalliferous Mines Regulation Act.

Medical Control

With respect to medical control, the report stated that a wise medical program is being carried out.

Under Section 16 of the Metalliferous Mines Regulation Act every workman in the metal-mining industry must be medically examined at least once a year. If he is found free from disease of the respiratory organs and fit for work in his employment, he is issued a certificate of

fitness. Should the physician find that his employment endangers the health of his fellow-workmen, the employer must terminate the employment.

Under this section the practice is that the examining doctor forwards his findings and the X-ray plates to the Board's Silicosis Referee. The material is examined by the Referee and his decision is transmitted to the local doctor with a recommendation as to the issuance or non-issuance of a certificate.

If a man first coming into the industry is found to have tuberculosis or silicosis, or both, he is refused a certificate. If a man already in the industry, on undergoing his annual examination, is found to be suffering from tuberculosis, his certificate is revoked. If a diagnosis is made of simple silicosis of the early type and there is no significant degree of disability, all factors are weighed and in most instances a certificate is issued. A young man in whom the disease has made rapid progress is advised to discontinue underground work and establish a claim with the Board for future potential disability.

In the age-groups from 40 on, where the silicosis is in an early and non-progressive stage, men are granted certificates and permitted to continue working underground but are examined each year. Experience has shown that the disease does not as a rule progress faster because these men remain working underground, particularly since dust-control methods have been extensively adopted, and to deprive them of their livelihood would, in many instances, result in economic hardship. If the disease advances to a point where continued exposure would injure the man's health, he is refused a certificate.

The report points out that the distinction between refusing a certificate to a miner found to have some evidence of exposure to silica dust when applying for his first certificate and granting one to a miner already employed and then on subsequent examination discovered to have silicosis in some degree is an attempt to exclude men who have been exposed to silica hazard in other jurisdictions.

Two suggestions made by the Referee regarding the certificate of fitness were accepted by the Commissioner. One was that, to prevent possible misuse, each certificate should have attached to it a photograph of the person to whom it is issued. The other was that Section 16 (6) of the Metalliferous Mines Regulation Act should be amended to forbid the employment of any workman in a mine or in rock-crushing or ore-crushing (unless the ore or rock is wet) without a temporary certificate of fitness issued after a pre-employment examination. The subsection presently states that a workman may not be employed for more than two months in any 12-month period without a certificate and the amendment would prevent a situation whereby a workman in order to avoid undergoing the required examination spends successive periods of two or three months in one mine after another.

There are no corresponding provisions for medical examinations in the Coal-mines Regulation Act and the Commissioner saw no reason why coal miners exposed to silica dust should be exempt from the protection afforded to their working brothers in the hard-rock mines. He therefore recommended that the Act be amended to insert a section similar to Section 16 of the Metalliferous Mines Regulation Act and that the same requirement be laid down regarding temporary certificates.

Aluminium Dust Therapy

The Commissioner was unable to accede to the request of the miners' union that aluminium dust therapy as a means of preventing silicosis should be made mandatory in all mines by a Board directive.

This treatment, which resulted from the discovery in 1936 by Denny and Robson of the McIntyre mine in Ontario that a minute quantity of metallic aluminium reduces the toxicity of silica or quartz in the tissues chiefly by coating the quartz particle with an insoluble and impermeable coating, has since 1943 been made available to employees of the mining industry of Canada who are exposed to a silica hazard. It has been adopted in most of the mines in British Columbia. The procedure followed is that fine aluminium powder of a particle size below 5 microns is blown into the air of the drying room in the concentration of 1 gram per 1,000 cubic feet of room volume and inhaled by the men for a period of about 10 minutes while they are changing their clothes before going underground.

Set out in the report is a short survey of the experimental and clinical work done by McIntyre Research Ltd. in studying the effects of aluminium among hard-rock miners in Ontario and industrial workers exposed to high silica dust concentrations in various industries such as ceramics in Pennsylvania, and the conclusions reached regarding its use.

These indicate that aluminium powder cannot be regarded as a cure for silicosis and that its primary use is as a preventive measure but that there is no definite evidence as yet that it will prevent silicosis. It is pointed out that it would take years to assess its value as a prophylactic measure because it requires an average of 18 years for a case to develop in the mines of Ontario. Experience in its use, however, as demonstrated in several thousand cases over an average period of three years, has indicated no toxic or harmful effects, that a certain percentage of silicotic patients showed functional improvements, and that a high percentage showed symptomatic improvements, e.g., disappearance of cough, shortness of breath, tightness in the chest and weakness. Most showed a gain in weight.

These reports emphasize that the use of aluminium does not take the place of dust control. Rather, aluminium is to be used only to take care of the small percentage of silica dust which is not removed by accepted modern methods. Mine operators who use aluminium dust therapy under a licence from McIntyre Research Ltd., which patented the process, are bound by the licence agreement to reduce and keep dust concentrations to the lowest possible level, subject to the cancellation of the licence. Dust control, ventilation and aluminium prophylaxis should, the reports state, go hand in hand.

On the other hand, experts in other countries took a less optimistic view. The report of the proceedings of the third International Conference of Experts on Pneumoconiosis convened by the ILO at Sydney, Australia, in 1950 contains the following comment on aluminium dust therapy:—

> There was no conclusive evidence before the Conference that the inhalation of aluminium in any form prevents the development of silicosis in man. There was no evidence before the Conference that aluminium powder is of value as a therapeutic agent in human silicosis or that it is harmful when used for this purpose. There was some evidence that under certain conditions the inhalation of aluminium in industrial processes may be harmful and, further, there was experimental evidence that in animals the inhalation of the aluminium dust aggravates pulmonary tuberculosis.

Further, a 1950 bulletin of the United States Bureau of Mines entitled "Review of Literature on Dusts", in which some 657 publications are summarized, states as a general conclusion: "It has been recommended that general application of aluminium therapy in industry be delayed until adequately and impartially controlled clinical observation demonstrates its effectiveness in preventing or alleviating silicosis in man."

In view of the foregoing material, the Commissioner agreed with the Board's Silicosis Referee that benefits of aluminium dust therapy have not yet been well enough established to warrant the Board's making its use mandatory in all mine operations.

Silicosis Compensation

Only one of several suggested amendments to the provisions which set out the conditions (residence, length of exposure, etc.) under which silicosis is compensable was accepted. The suggestion was that the word "uncomplicated" should be deleted from Section 8(6)(d) which laid down the requirements for the filing of a claim for compensation but stated that "this provision shall not prevent an allowance by the Board of any case due to uncomplicated silicosis that the Board considers should in justice be allowed". It was submitted that this limitation had resulted in injustice and hardship in several cases of silicosis complicated by tuberculosis. The Commissioner, with the concurrence of the Mining Association of British Columbia, recommended that the discretionary powers of the Board be extended to permit allowances in cases of silicosis complicated by tuberculosis and that the same amendment should be made in Section 8(7) with respect to pneumoconiosis. He considered, too, that the amendment should be retrospective in effect. (In 1952 these sections were amended to delete the word "uncomplicated" but the amendment was not made retroactive.)

Before leaving the subject, the Commissioner placed on record the Board's method of awarding compensation for silicosis. Pensions are awarded under Section 8 which reads: "Where a workman suffers from an industrial disease and is thereby disabled from earning full wages at the work at which he was employed... the workman . . . shall be entitled to compensation". The Board interprets the phrase "at the work at which he was employed" to mean "in the industry in which he was employed."

Briefly stated, if a workman who has established a claim for silicosis continues to work at his regular job and to earn full wages, his claim is held in suspense and he is paid nothing. If the silicotic condition progresses and is accompanied by a substantially lessened capacity for work,

reflected in a reduction of wages, but the man continues to work *in the industry*—not necessarily at the work at which he was employed—he is paid 66⅔ per cent of his wage-loss, that is, two-thirds of the difference between what he is now earning and the amount he would have earned at his regular job. Should the time come when the man is advised to leave the mine, he is examined by the Board's Silicosis Referee, his loss of function or reduced capacity for work is established, and he is awarded a life pension for permanent partial disability. The award is made on the basis of physical loss of function and not on the basis of loss of earnings.

The amount of disability is fixed at 50, 60 or 100 per cent. The Board considers that where a man suffers a substantially lessened capacity for work, but is able to work fairly regularly at light work, the minimum pension award should be 50 per cent of total disability. If, on an annual examination, it is shown that the disability has increased to the extent that the man loses considerable time through absence from work, the pension award is increased to 60 per cent. When it becomes apparent that the man is no longer able to work, he is given a 100 per cent disability award. Should tuberculosis be diagnosed at any stage of the silicotic condition, the man is at once classified as a 100 per cent disability case and awarded a pension accordingly.

Pneumoconiosis

Pneumoconiosis, a general term for all dust diseases of the lungs, is scheduled as an industrial disease attributable to exposure to dust in a number of specified occupations. This term includes the conditions known as asbestosis (caused by inhalation of asbestos dust) and silicosis. Under this item in the schedule, disabling silicosis is compensable when it is caused by the inhalation of silica dust in occupations other than mining. From 1943 to 1950, 20 claims for silicosis and two for asbestosis in other than the mining industry were paid by the Board. The Commissioner suggested that the Board should undertake an educational program in industries other than mining in which men are exposed to the hazards of silica or asbestos dust to make them aware of the hazard and to impress on them the need for periodical medical examinations.

Tuberculosis

With respect to tuberculosis, the Commissioner did not recommend any change. All types of tuberculosis (formerly only pulmonary) are covered in the schedule, subject to the limitation that an employee engaged in a hospital or similar institution or in public health work is not entitled to compensation for tuberculosis which is contracted or appears in the first six months of employment unless he was free from the disease on taking the employment, as evidenced by a negative tuberculin test. On consideration of the Board's view that this limitation is a reasonable protection for the hospitals of British Columbia (since nurses and other hospital workers come from other provinces where they may have been infected with tuberculosis) the Commissioner reached the conclusion that the six months' waiting period in the schedule is justified and rejected the plea of the B.C. Provincial Government Employees' Association for its removal.

Hernia

Several changes in Section 16, which sets out the conditions under which hernia is compensable, were recommended. Industry generally opposed the amendments.

One recommendation was the deletion of the subsection which requires a workman to be operated upon within two weeks of the occurrence of the hernia. This was not practical, the Commissioner stated, due to lack of available hospital accommodation.

Further, in the proviso to Section 16 which reads:—

> Provided that in case there has been excusable failure on the part of the workman to comply with the provisions of this section the Board may pay compensation if it is of the opinion that the claim in justice should be allowed, but no compensation shall be payable for a period greater than seven days prior to the date of an operation to effect a cure or for more than forty-two days thereafter for uncomplicated hernia

the Commissioner recommended that, for greater clarity, "may" should be changed to "shall" and all words after "allowed" should be struck out. In his opinion, no time limit should be imposed in case of uncomplicated hernia but that each case should be decided on its merits and compensation paid for such period of disablement as the Board deemed proper. No limit is imposed upon compensation payable in complicated cases and a Board directive issued in 1943 states that a workman 50 years of age or over who undergoes a hernia operation is deemed, for purposes of compensation, to have had complicated hernia.

Neurosis

With respect to suggestions that the Board did not compensate for disability due to a traumatic neurosis, the Commissioner noted that in compensation administration an incapacitating neurosis occasioned by physical injury or even by shock alone is deemed to be compensable as a "personal injury by accident". From the evidence of the Board's Chief Medical Officer and from a consideration of a number of cases, he found these complaints unfounded. Where it is definitely shown that a workman is suffering from a neurosis due to his injury, it is the Board's policy to compensate for it.

Heart Conditions

Disagreement with the Board's policy in heart cases was expressed by claimants and industry, depending on whether a claim was accepted or rejected. In such cases the Board must decide whether the heart injury or death from heart failure did or did not result from trauma or unusual exertion in the course of employment. It seemed to the Commissioner, in view of existing differences in medical opinion, that each case has to be dealt with on its merits.

Prosthetics, Eye-Glasses, Orthopaedic Shoes

Beyond stating that he did not consider the $10 allowance given to a workman for the purchase of glasses from the optical company "overly generous", the Commissioner did not find any basis for complaint with respect to the supplying of appliances and orthopaedic shoes by the Board.

Medical Questions

After dealing with specific complaints, the Commissioner went on to examine more general criticism of the administrative policies of the Board and particularly of the decisions of the Medical Division, against which "the heavy artillery of those attacking the Board's administration of the Act was directed".

Summing up, the Commissioner stated:—

> I am satisfied upon the evidence that the charges of incompetence . . . are without foundation, and I so find. Dr. Murphy and his medical staff are honestly and conscientiously carrying out their manifold, onerous, and, no doubt, at times, vexatious duties. That does not mean, however, that they are infallible. Their medical opinions have been challenged before me both by doctors and by lay complainants.
>
> On the medical side of compensation administration the field for conflict is wide indeed. Medicine, like law, is by no means an exact science. Honest differences of opinion may be held and strongly defended, each side convinced of the righteousness of his own viewpoint. Therein lies the real kernel of the many and varied criticisms I heard . . .

From the many hundreds of individual cases brought before him the Commissioner found that conflicts of opinion between compensation claimants or their doctors and the Board doctors fall into several well-defined categories, each of which he examined, keeping in mind the necessity or otherwise of providing for the right of appeal to a Medical Appeal Board.

These categories in which *bona fide* medical disputes may and do arise were as follows:—

(1) Did the disability arise from the accident or the disease from the man's occupation?

(2) What treatment, including surgical operative techniques, is to be permitted by the Board?

(3) Is an injured man or his own doctor to be allowed to consult a specialist of his or their own choice?

(4) Should the Board follow the advice of the specialist selected?

(5) Is an injured workman to be allowed a free choice of treatment by other than qualified medical doctors?

(6) When has an injured workman made his maximum recovery and is he fit to return to work?

(7) What is the percentage of his residual disability?

In examining the treatment to be permitted by the Board, the report discussed the proper method of diagnosing, treating and operating upon intervertebral disk lesions, a subject on which the Board doctors were under attack during the inquiry, and the Commissioner concluded that the Board's policy with respect to this type of operation seemed reasonably consistent with presently existing majority opinion.

The Commissioner found nothing to suggest that the arbitrary authority of the Board in regard to the selection of specialists is being abused but remarked that "the fact that such power is vested in the Board does not meet with general approval". Unions complained that the Board channelled cases to a certain group of specialists, often against the wishes of the injured man or his doctor. He pointed out that under Section 25 the Board, acting on the advice of its medical staff, has a very wide authority over medical

care and who should administer it. "The Board pays the bills and should, within reason, call the tune."

With regard to changing doctors, the Board's policy is to grant a workman's request if it appears reasonable and if he has obtained the consent of the doctor of his first choice. In the Commissioner's opinion, the Board should continue to exercise a reasonable degree of control in relation to change of doctors but if the injured man is dissatisfied with his original doctor he should be allowed a change.

The Commissioner could not suggest that the Board should be bound to follow the advice of the specialist selected. Under the present system the Board consults two or more specialists, weighs their various conclusions, together with the opinions of its own medical officers, and a decision is reached. This was preferable, the Commissioner felt, to binding the Board to accept the opinion of specialists who do not act in concert and after joint consultation but as individuals expressing several opinions.

The question of whether a workman is to be allowed a free choice of treatment by other than qualified medical doctors involved the question of treatment by chiropractors, chiropodists and naturopaths.

In 1943 the Act was amended to permit treatment by "persons authorized to treat human ailments." By regulation, however, the Board limited recourse to chiropractors, chiropodists and naturopaths by directing that a workman must first have the permission of a physician before obtaining such treatment.

During the inquiry the Board, of its own initiative, revoked the regulation with respect to chiropractors and naturopaths, permitting compensation patients to go directly to them for treatment, subject to the condition that treatment in excess of two weeks will not be paid for unless authorized by the Board. This provision permits Board doctors to check the progress of the treatment.

From the evidence the Commissioner was satisfied that the Board should remove the restriction with respect to chiropodists. He left it to the Board to determine if it was necessary to keep a close watch on the progress of treatment by chiropodists, suggesting that the potential hazard seemed relatively minor, if indeed it existed at all.

Medical Appeal Board

One basic fact emerged from the great mass of evidence before the Commissioner: that disputes concerning contentious medical questions have arisen and will continue to do so. Having given "anxious thought" to the problem, he reached the conclusion that in the public interest some independent and impartial tribunal should be set up to resolve these disputes speedily, cheaply and finally.

"The present referral system to individual specialists . . . results, in my view of the evidence, in interminable delays, in an unnecessary expenditure of money and leaves in its wake many cases of neuroses precipitated by endless frustration and anxiety," he stated.

The Chairman of the Board conceded that the present system was "haphazard" but felt that if a Medical Appeal Board were created it would result in a deluge of contentious claims. The Commissioner did not agree. From an analysis of the type of claims which might be appealed, he estimated that there might be 200 cases in the first year or two but that after a period the number would be much less. Experience in the States of Washington and Oregon, which have such appeal boards, supported this view. It should not be forgotten, the Commissioner pointed out, that the vast majority of cases go through the routine procedure from claim to payment without incident and without contention.

After noting that in the Alberta, New Brunswick, Ontario and Saskatchewan Acts there is provision for the reference of a disputed medical question to a Medical Referee or Medical Board of Review and that New Brunswick, Nova Scotia and Prince Edward Island permit appeals to the Courts on questions of law or jurisdiction, the Commissioner stated:—

> In this province the principle of medical review recognized elsewhere is already operative and has been for many years. References to specialists by the Board in controversial cases is a form of review. Those who favour a Medical Appeal Board are seeking to formalize and regulate the present haphazard and unsatisfactory review procedure and to create a tribunal with power to bind the Board by its decisions.

Industry generally, except the Canadian Pacific and Canadian National Railways, felt that an Appeal Board was unnecessary and impracticable. A large number of unions opposed the idea and the Commissioner remarked that their opposition seemed to stem from fear that employer groups would also exercise the right to go to an independent board in contested cases. Other powerful unions, however, requested the creation of such a board. Members of the Workmen's Compensation Board also expressed opposition.

After answering some of the arguments against the establishment of a Medical Appeal Board, the Commissioner pointed out that no one would be forced to appeal unless he so wished. If industry does not consider an Appeal Board practicable, it does not have to seek its decisions. If, on the other hand, a large number of workmen think it practicable and necessary, and the Commissioner felt that the facts supported that view, they should have an opportunity to use its independent judgment to resolve disputed medical issues.

Constitution and Jurisdiction of Board

A Medical Appeal Board should, in the Commissioner's opinion, consist of three members. There should be a permanent chairman, a general practitioner of long experience, who should be appointed by the Lieutenant-Governor in Council, on the recommendation of the Minister of Labour, for a term of five years. The other two members should be selected in each appeal from a roster of certified specialists, one to be selected by the appellant and the other by the Board.

The present system of consulting a specialist could continue and an appeal be made to the Medical Appeal Board when that procedure was deemed essential to a final resolution of the problem. The decisions of the Appeal Board would be final and binding in relation to the facts and circumstances existing at the time of the decision. They would not stultify the Board's powers to reopen and review a case should there be a later material change of the facts and circumstances.

The jurisdiction to be exercised by the Appeal Board should be to diagnose the nature as well as determine the extent of the workman's functional disability. The evaluation of functional disability in terms of compensation is not within the medical field.

The Commissioner did not consider it wise or expedient to have the actual treatment of an injured workman subject to appeal. That decision should be left wholly with the Board. He illustrated the field of jurisdiction of the Medical Appeal Board as follows:—

> Let us once more call on John Doe—now long suffering—to illustrate my point. He injures his back and his own doctor diagnoses a disk lesion. This may, or may not, be supported by a specialist. The Board's doctors, however, in either event do not agree that the neurological findings support the diagnosis of nerve pressure. An appeal is taken to the Medical Appeal Board and it is decided that undoubtedly the man's pain and incapacity are due to a herniated disk. At that point their jurisdiction ceases. They have decided a disputed issue as of that moment. The case is then back with the Board in exactly the same position as if the Board's doctors had agreed with the original diagnosis.
>
> The questions which then arise concerning treatment, operative techniques, and so on are all the responsibility of the Board, from which there should be no appeal.
>
> The man is operated upon and later is awarded compensation based on loss of function of 40 per cent of total. That is disputed and becomes, unless settled, a problem for the Medical Appeal Board. The Board's estimation of residual functional disability is either confirmed or modified. The case then is back with the Board as if the Medical Appeal Board never existed, except for the two decisions it gave which, it is assumed, the Board doctors ought to have given in the first place.

In summary, the Commissioner stated that an enactment like subsections (a), (b) and (d) of Section 27 of the Alberta Act with provisions added embodying the right of the Board to decide preliminary questions of fact (on which the medical determination might be based) and excepting treatment from the appeal provisions would carry out his concept of the jurisdiction that ought to be vested in a Medical Appeal Board. The Board should be required to accept and act upon the decisions of the Medical Appeal Board. The right to appeal should extend to both employers and employees and it should not be given retrospective effect.

Procedure of Medical Appeal Board

The Commissioner suggested that time limits be set in order that appeals might be heard and decided upon expeditiously. He proposed that notice of appeal should be brought within 10 days after notification of a Board decision, the notice to be accompanied by a physician's certificate indicating that the issue is a *bona fide* medical dispute and giving sufficient particulars to define it. Notice should be served on the permanent chairman who would be required to notify the Workmen's Compensation Board and the employer or employee, as the case might be. The other two members should be selected by the appellant and the Board within five days after being requested to do so by the chairman and the Board should meet and decide the dispute within 15 days.

The Medical Appeal Board should determine its own procedures except that in all cases the workman should be present with his doctor, if he has one. The appellant and the Board should have the right to

present such medical evidence as the Medical Appeal Board deemed relevant and it should be able to call in specialists and to conduct tests as it might consider necessary. The opinion, giving reasons for decision, should be written and delivered to the Board and to the appellant. The Commissioner suggested that requirements concerning procedure might be laid down in regulations.

Payment should be from the Accident Fund and on a per diem basis. The Commissioner suggested $50 for the first day's hearing and $35 for each succeeding day. Witness fees and costs of tests should be paid from the Accident Fund.

In conclusion the Commissioner stated:—

> This Medical Appeal Board is a new departure in Canada, and of necessity it will take a little time to "shake down" and to discover and iron out the wrinkles. The main thing is to get the principle established and the rest will follow in due course. If it is found impracticable and unworkable after a fair try, then it can be eliminated without anybody being very badly prejudiced in the testing period.

Complaints Against Medical Division

Unions complained that the Board's medical officers erred in not extending to claimants the benefit of the doubt in border-line cases. Industry groups complained with equal emphasis that the benefit of the doubt had been extended too freely to claimants. The Commissioner commented on this score: "I presume over the long haul each would cancel out the other and justice in the main be done."

It seemed to him, from the evidence as a whole, that the Board doctors, generally speaking, give the benefit of the doubt to the workmen with due regard to the impartiality of their positions. In this they are carrying out the general policy of the Board. If there is error, it would seem to fall upon the side of, and benefit, the injured workman. This opinion was borne out by the fact that there has been a drop since 1943 in the ratio of rejected cases to the total number of claims reported.

The Commissioner's conclusion was:—

> From a consideration of the whole evidence directed against the Medical Division of the Board, it appears to me that the number of complaints, while of extreme importance to the complainants, are relatively very few when viewed in the broad perspective of the thousands of cases going through the hands of the Board's doctors.

He stressed the necessity, however, of their getting away from the daily atmosphere of routine work to take post-graduate or refresher courses and "become refreshed in learning and perhaps in spirit as well".

Methods of Determining Compensation

In discussing the functions of the Claims Division, the Commissioner reviewed the historical background of the British Columbia Act, recalling that it followed practically verbatim the Ontario Act which, in turn, was drawn largely from English statutes and the Act of the State of Washington.

He pointed out that there are two alternative methods of determining compensation awards. One is to evaluate the loss of function on a purely physical basis as a percentage of total disability. The other method is based on the difference between the average earnings of the workman before the accident and the average amount he is earning or is able to earn in some suitable employment after the accident.

Under the first method the degree of incapacity is determined, e.g., the loss of an arm at the shoulder is regarded as a loss equal to 76 per cent of total disability. The average wage of the claimant at the time of the injury is calculated and the percentage that his physical impairment bears to the normal is regarded as the measure of the loss of his average wage. The claimant then receives two-thirds* of that loss, i.e., the man who has lost an arm receives two-thirds of 76 per cent of his average wages. His future earnings do not affect his pension, notwithstanding the fact that he might later receive a higher wage than he was receiving at the time of the accident. In many instances a claimant is paid compensation when he has no immediate wage-loss.

The wage-loss method requires a constant check on and supervision of the actual wages being earned by the pensioner. An injured man who loses an arm at the shoulder but is re-employed at the same wage as when injured receives no pension nor does he until he suffers a subsequent wage-loss due to his injury.

The wage-loss method was tried in Ontario from 1935 to 1938 and was abandoned as unworkable under the Canadian system of administration. In England, the principle of basing compensation on loss of earnings was discarded in 1946 when the Workmen's Compensation Act became an integral part of a comprehensive

*In 1952 the percentage rate was raised to 70.

system of national insurance and the method of basing compensation on the degree of disablement due to the injury was adopted.

Chief Justice Sloan described the philosophy underlying each of the two procedures and the basic distinction between them, as follows:—

> The wage-loss theory deals with the actual experience of an *individual*. It endeavours to measure not only his physical disability, but his mental attitudes, his educational background, his ambitions, initiative, and other intangibles in an effort to ascertain his future earning ability on a labour market theoretically ready to absorb him at a wage commensurate with his residue of physical ability and his degree of mental acumen and adaptability.
>
> The physical-impairment theory based on loss of function alone does not concern itself with the individual as such. For instance, it makes no distinction in evaluating loss of function between the amputation of a hand of a labourer and that of a linotype operator. Both are rated as suffering from the same degree of loss of function, although the occupational incapacity in the one case bears no relation to the other.
>
> The physical-impairment theory is based upon mass values and mass averages. Some injured men under this method get relatively more than they would under an individual valuation basis; others get less. Collectively, the long-term average takes care of the differences and in the main the result is that the average injured workman receives a just recompense for loss of wages, real or potential, over a period of years.

In 1942 the Act provided for the payment of compensation for permanent partial disability according to the wage-loss theory ($\frac{2}{3}$ of the difference in earnings before and after the accident) but the Commissioner found that in practice the Board used the physical-impairment method and he recommended that the Act be amended to validate the method actually used.

This recommendation was thought to be implemented by a 1943 amendment which reads as follows:—

> But where the Board has deemed or deems it more equitable the impairment of earning capacity may be estimated from the nature and degree of the injury having regard to the workman's fitness to continue in the employment in which he was injured or to adapt himself to some other suitable employment or business.

Of this amendment the Commissioner stated:—

> It will be seen that by the terms of the amendment the Board may not evaluate compensation from "the nature and degree of the injury" solely, but must also "have regard to the workman's fitness to continue in the employment in which he was injured or adapt himself to some other suitable employment or business". In other words, potential wage-earning capacity has been annexed to and is an added factor to be considered when estimating the degree of residual physical function "from the nature and degree of the injury". It is a mixture of two alternative and mutually exclusive theories and does not therefore implement the recommendations I made.

The Commissioner then went on to say:—

> It is common ground that the Board now, as in 1942, does not attempt to evaluate compensation awards on the difference between the average wage at the time of the injury and the actual or potential wages after the injury. The p.p.d. award is made now, as it was in 1942, by translating the degree of physical impairment into a more or less arbitrary percentage of loss of earning capacity by the use of a disability schedule where applicable. That practice is now common in all Canadian provinces.

The Commissioner considered, therefore, that the Act should be amended with retrospective effect to validate the present method of calculating compensation in permanent partial disability cases solely on the basis of physical loss of function and proposed that the following section be substituted for Section 22(1):—

> 22(1) Where permanent partial disability results from the injury, the impairment of earning capacity shall be estimated from the nature and degree of the injury and the compensation shall be a periodical payment to the injured workman of a sum equal to sixty-six and two-thirds per centum of the estimated loss of average earnings resulting from such impairment and shall be payable during the lifetime of the workman, or in such other manner as the Board may determine.
>
> (2) The Board may compile a rating schedule of percentages of impairment of earning capacity for specified injuries or mutilations which may be used as a guide in determining the compensation payable in permanent disability cases.
>
> (3) Where the Board deems it more equitable, the Board may award compensation for permanent disability having regard to the difference between the average weekly earnings of the workman before the accident and the average amount which he is earning or is able to earn in some suitable occupation after the accident, and the compensation shall be a periodical payment of sixty-six and two-thirds per centum of such difference, and regard shall be had to the workman's fitness to continue in the occupation in which he was injured or to adapt himself to some other suitable employment or business.

A like amendment would have to be made with respect to compensation for temporary partial disability. These amendments would bring the Act into line with the Ontario Act as it is now being interpreted by the Ontario Board.

Industry generally opposed the amendment. The Canadian Manufacturers' Association took the position that Section 22(1)

should remain in its present form and that the Board should administer it according to its terms, i.e., should use the wage-loss method, or alternatively, if the present method was continued, some provision should be made for an "after the event" check to permit a pension fluctuation according to earned wage of the pensioner, having due regard to the variable purchasing power of the wage dollar. Of this scheme, the Commissioner commented:—

> It is difficult to see how the two independent methods can be harnessed together. . . Weighing the evidence and conflicting view-points as best I can, it is my conclusion that it would be wiser to stay with our present system. It is at least "a devil we know" and has over a long period of years worked reasonably well in the interests of the injured man. Industry has, under this system, paid too heavily in some claims and too little in others. On the whole, and taking the collective result as one must, I think industry at large by the use of this method has not been unfairly burdened. A justifiable complaint probably could be made by an injured individual who does not receive all he should. After all is said on the subject, he has the most to lose. I leave it at that.

Percentage Rate

Union groups were unanimous in requesting that the percentage rate of payment for disability be increased to 75 and upwards to 100. Industry was in general strongly opposed to any increase in the 66⅔ percentage rate.

The Commissioner rejected the request for an increase to 100 per cent, stating that, in making the request, unions clearly lacked appreciation of the historical background and the fundamental principles of the Act. He therefore set out in his report what he had said in 1942 concerning "the complete and abrupt transition" which the present system of collective liability had effected in the field of personal injury liability. Stating that "for labour to attempt now to charge industry with 100-per-cent wage-loss is to destroy the basic foundations upon which the Act was built", he again reviewed the contrast between the benefits now enjoyed by labour under the Act and a workman's position under the "harsh and unsympathetic rigours of the common law".

> The adoption of a workmen's compensation scheme was done with the deliberate purpose of abandoning common-law duties, rights, obligations and remedies. Other rights different in concept and exclusive in operation were substituted. Both workman and employer had each to forego common-law rights in a compromise for the common good. The primary right relinquished by labour was the chilly one of attempting to recover damages at common law from an employer protected by a wall bristling with almost impregnable defences.
>
> Under the Act an injured workman is entitled to compensation notwithstanding the fact that his employer is not in the slightest degree negligent, and in almost 100 per cent of injury cases the workman is now entitled to be paid compensation in contrast with the common-law recovery of damages in only 20 to 30 per cent of injury cases, and only then after a protracted and anxious bout with the law.
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> * * *
>
> In the case of a man totally disabled through no fault of an employer but, for example, by an accident caused by his own carelessness or that of a fellow workman, he receives his compensation granted him for life regardless of subsequent disability or sickness which would have ended his working career in early life, regardless of old age with its like result. His pension is not subject to the exigencies of strikes, lockouts, industrial depressions, seasonal unemployment. . . His compensation continues unabated throughout all these uncertainties and vagaries which beset the industrial worker. He pays no union dues, has no expense for working clothes and equipment. His compensation is free from income tax. He has, in some measure, security. In addition to these benefits, he receives free to him medical and hospital care when required and without limitation on its cost. He knows that if his injury is likely to have a fatal termination, members of his family are provided for by dependents' allowances. These benefits are substantial and are the fruits of the Act.
>
> The permanent partial-disability cases are beneficiaries to a proportionate degree of these benefits. Those individual p.p.d. cases who are re-employed at their pre-accident wage are, in addition, receiving compensation payments.
>
> Industry did not agree to bestow these benefits nor to disarm itself of the weapons of defence it was entitled to use at common law without exacting some concessions from labour. Labour makes its major contributions by an original 45-per-cent deduction of wage-loss now lowered to 33⅓ per cent, by a waiting period, and by foregoing any money claims based on pain and suffering.

The rate of compensation as fixed by the original Act was 55 per cent. It was increased to 62½ per cent in 1935 and to 66⅔ per cent in 1938. In considering whether a further increase was advisable, the Commissioner pointed out that the general theory underlying considerations relating to the payment of compensation is that, subject to a maximum and minimum, the pension should be sufficient to provide a standard of living for higher-paid workers above the subsistence level and for lower-paid workers not less than the subsistence level. Comparing the economic position of a man injured in 1938 with one injured in 1952, the Commissioner found that while wages have slightly more than doubled the purchasing

power of a person's income may have actually declined when compared with 1938. Ontario and Saskatchewan raised the percentage to 75 during this period.

The Commissioner's conclusion was that the rate ought to be increased about five per cent and he recommended that it be raised to 70 per cent.

Maximum and Minimum Earnings

In accordance with the principle expressed by Sir William Meredith, when reporting on the draft Ontario Act, that the ceiling on earnings should represent the maximum amount earned in a year by the highest paid wage-earner, the Commissioner found that the maximum of $2,500 was out of line with prevailing wage levels in the province and recommended that it be raised to $3,600. He noted that, whereas in 1943 only 12 per cent of claimants received wages equalling or exceeding $2,500, now 59 per cent are in that category. Industry, with the exception of the coal-producing companies, did not oppose "a reasonable increase".

With respect to the minimum payment of $12.50 a week, industry opposed any change and labour sought an increase to $20. The Commissioner's recommendation was that the minimum should be raised to $15 a week.

Increased Benefits

Widows and Dependants

After weighing the relevant factors, the Commissioner was of the opinion that, within the principle of the Act, allowances should be increased. He recommended that widows' pensions be increased from $50 to $75 a month, children's allowances from $12.50 to $20 a month, allowances to orphan children from $20 to $30 a month and allowances to other dependants from $50 to $75 a month, the increases to orphans and crippled dependent children to be made retroactive.

The Commissioner could not, however, recommend an increase for widows and pensioners in receipt of compensation based on earlier awards. While he recognized "the sorry plight the shrinking dollar may visit upon a disabled workman and his dependants", he felt that industry now operating should not be called on to bear part of the burden of accidents which happened perhaps years before. He pointed out that, when the percentage of disability was established, the value of the dollar was a constant on both sides of the equation. "To say . . . that future fluctuations in the purchasing power of the dollar must govern the amount of compensation cheques is, in my opinion, an unsound proposition". For these reasons he considered that the burden of relief should be borne not by industry but by the state.

In explanation of his recommendation that increased benefits, except those to orphans and crippled children, should not be retroactive in effect, the Commissioner stated that, when a permanent injury or fatality occurs, the industrial class in which the workman was employed is assessed and pays a sufficient sum to set up capital reserves adequate to provide the funds required to pay compensation awards. By the use of actuarial tables, it is theoretically possible to estimate the exact sum required to be set aside so that, by the expenditure of the capital sum plus interest, the fund and the Board's liability to the beneficiary cease at the same time.

If any increase in benefits were given a retrospective effect, it would require the setting up of large sums for additional capital reserves. Thus industries would be saddled not only with assessments to pay their own accidents but with a large additional sum to set up capital reserves to pay added compensation to workmen injured in other assessment periods and for whose dependants many of the present industrial classes may have no responsibility whatever. In the Commissioner's view, to charge industry with increases in pensions in respect to past accidents would be entirely contrary to the scheme of the Act.

Widows with dependent children complained that they were unable to pay hospital insurance premiums from their allowances. Commenting that "one can well imagine the difficulties facing a widow in these days of the inflated dollar trying to live on $35 or $40 a month," the Commissioner recommended that the hospital insurance premiums of present and future widows and orphans should be paid from the Accident Fund.

Funeral Expenses

The sum of $150 allowed for funeral expenses seemed to the Commissioner inadequate under present-day conditions and he recommended that it should be increased to $250. In addition to the allowance, the Board assumes the cost of transporting a workman's body to any part of British Columbia up to a sum of $100.

Subsistence Allowance

A further recommended increase was in the subsistence allowance which the Board may make to an injured workman undergoing treatment away from home. The allowance is supposed to represent not the actual cost of subsistence when away from home but the difference between living at home and away from home and its purpose is to assist a workman who has to maintain two places of residence. The Commissioner was satisfied that the maximum of $3.50 a day laid down in the Act was insufficient and recommended an increase to $4.50, making the comment, however, that he felt that the determination of the maximum upwards or downwards as economic conditions warrant should not be fixed by the Act but left to the discretion of the Board. Industrial groups were not in favour of any increase and labour thought that the allowance should be increased to $4.50 or $5 a day.

Cost of Increases

Regarding the added cost of these increases to industry and, in turn, to the consumer of the goods produced by the industries charged, the Commissioner said:—

> I have, in considering these matters, not lost sight of the fact that this province is a producer of primary products far beyond the capacity of a local consumer's market to absorb and that we must therefore sell our goods—such as lumber—on highly competitive world markets and at world prices. We can, by adding too great an overhead to our production costs, be priced out of our markets with consequent calamitous results, not only to industry, but to labour as well. To endeavour to strike a just balance is a delicate business and can only be speculative at best.

He estimated the added cost, based on 70 per cent of wage-loss and according to the 1950 experience, as follows:—

Raise maximum from $2,500 to $3,600	$ 2,224,000
Raise minimum from $12.50 to $15	120,000
Raise widows' pensions from $50 to $75 a month	550,000
Hospital insurance premiums for widows and orphans	50,696
Raise children's pensions from $12.50 to $20 a month	100,000
Raise orphans' pensions from $20 to $30 a month	2,700
Raise other dependants from $50 to $75 a month	15,000
Raise subsistence allowance to $4.50 per diem	42,446
Raise funeral expenses from $150 to $250	16,300
Total	$ 3,021,142

Waiting Period

The original Act of 1916 provided that an injured workman could not recover compensation for the first three days of his disability no matter how long he was incapacitated. In 1925 the Act was amended to provide that, when the disability was of more than 14 days' duration, compensation should be paid for the three-day "waiting period". In 1946 the 14 days were reduced to six days.

In the inquiry labour groups pressed for the elimination of the waiting period. Industry considered the six days too short a period and suggested a return to 14 days.

The Commissioner did not consider that any change should be recommended. He pointed out that a waiting period was intended to cut down petty claims with attendant increased compensation costs and to prevent malingering. It is also a form of contribution by employees to the Accident Fund.

Second Accident Fund

Since neither industry nor labour seemed well informed about the second accident fund, the Commissioner reviewed the purpose of the fund and the extent to which it has been used in recent years.

The second accident fund is set up under the authority of Section 34(1)(d) of the Act, which permits the Board to provide a reserve fund to be used to meet the loss arising from any disaster *or other circumstances* which, in the opinion of the Board, would unfairly burden the employers in any class. The phrase "or other circumstances" is deemed wide enough to cover second accident injuries.

The Commissioner explained the fund as follows:—

> The purpose of this fund is to relieve employers in a class of the total cost of a second accident occurring to a man already suffering from an injury and thus to encourage employers to employ injured men without fear of being saddled with an unfair assessment should he sustain a second injury.
>
> The best illustration of how the Second Accident Fund is applied is the "eye cases". Assume a workman has an accident, as the result of which he becomes industrially blind in one eye. He is re-employed in another industry, and through another unfortunate accident loses the sight of his remaining eye. Instead of assessing the class in which he

was re-employed the full sum necessary to compensate him as a total disability, that class is charged as if the man had only lost an eye. The balance is charged to the Second Accident Fund.

Since the second accident fund is maintained by assessment on all industries, the cost of second-injury cases is spread over all classes instead of being charged to one. Many perplexing problems arise in determining if second disabilities are due to new injuries or are mere aggravations of the original injuries. In these matters the Board must exercise a reasonable discretion, the Commissioner stated.

Hospital Insurance

On the subject of medical costs, the Commissioner considered a complaint from the B.C. Loggers' Association that in 1951 industry was called upon to pay approximately $1,200,000 in hospital costs which it contended should have been borne by the Hospital Insurance Fund in return for premiums paid by injured workmen.

The Hospital Insurance Act went into effect on January 1, 1949, and during the first year of its operation the Board under agreement with the Hospital Insurance Commissioner paid for hospital care of injured workmen at the rate of $8.50 per day. In 1950, the Act was amended to provide that an injured workman under the Workmen's Compensation Act was not a beneficiary. Since that time, notwithstanding the fact that a workman has paid his hospital insurance premium, the Board has been required to pay the actual cost of his hospitalization and treatment.

The Commissioner stated that the insurance of employed persons against industrial accidents is recognized as being separate from the insurance of employed persons against the cost of general hospital care because two different risks are involved. The risk of industrial accident or of contracting an occupational disease is related directly to the industry in which a person may be employed and the cost of this insurance program is borne by the employer. The risk of sickness requiring general hospital care is not related to employment and is supported by contributions of the individual and the province. In only eight of the 24 hours is industry expected to insure the workman. This principle is also recognized under the Saskatchewan Hospitalization Act.

Further, the Commissioner pointed out, the separation of the risk of industrial accident from that of ordinary sickness is internationally recognized and, in countries where separate insurance programs are not established, a separate contribution is required from the employer for workmen's compensation.

Fatal Injury When No Dependants

As in 1942, the Commissioner rejected a labour request for an amendment to provide that when a workman without dependants is killed, the appropriate class should be assessed the sum of $1,000 and this sum should be paid into the Rehabilitation Fund. In his view, such an amendment would introduce a new theory into the compensation field, a theory which views compensation as the collection of some form of monetary penalty from industry instead of part indemnity to dependants for the actual wage-loss suffered by the death of the workman.

(First of two instalments. The second instalment will appear in the May issue.)

Accident Prevention Facilities in Manufacturing Establishments

Of 6,670 manufacturing establishments surveyed, 86 per cent provide facilities for the prevention or treatment of industrial accidents

Facilities for the prevention or treatment of industrial accidents and diseases were reported by 86 per cent of the 6,670 manufacturing establishments which participated in the Labour Department's annual survey of working conditions as at October 1, 1951. The 5,763 establishments which reported that they provided some form of accident prevention or medical facilities employed 745,000 plant workers, or 95 per

FACILITIES FOR THE PREVENTION AND TREATMENT OF INDUSTRIAL ACCIDENTS AND DISEASES IN MANUFACTURING

Establishments (and numbers of plant-employees in these establishments) Providing these Facilities, by Industrial Groups, October 1, 1951

Industrial Classification	Worker-Supervisor Safety Committee		Safety Engineer		Employees Trained in First Aid		Recurring Medical Examination		Full-time Plant Nurse		Full-time Plant Doctor		First-Aid Kit Only		No or No Information		Total Coverage	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
Food and Beverages	264	45,509	72	15,657	437	62,243	115	21,436	103	36,889	19	5,092	321	13,452	164	7,910	1,027	97,565
Tobacco and Tobacco Products	7	1,887	1	1,200	6	2,584	8	6,027	13	6,518	1	1,200	5	262	9	247	30	7,527
Rubber Products	16	12,249	10	10,196	16	10,544	9	8,154	19	14,312	1	2,142	5	662	2	87	31	15,772
Leather Products	18	2,549	6	656	75	7,156	8	675	4	1,575	.....	.....	130	6,846	73	3,273	290	19,042
Textile Products (except Clothing)	68	20,559	18	10,209	161	33,458	31	16,342	66	38,896	5	7,907	125	5,454	32	1,473	353	59,764
Clothing (Textile and Fur)	44	6,934	23	2,219	197	19,621	15	3,012	42	10,663	4	463	447	23,653	173	7,858	866	61,386
Wood Products	198	27,457	53	8,498	382	39,265	18	2,773	20	6,323	3	1,348	211	9,488	113	5,103	760	58,566
Paper Products	129	48,390	60	34,864	187	54,365	55	24,495	74	38,001	15	8,204	59	2,908	19	1,691	288	63,914
Printing, Publishing and Allied Industries	35	4,361	11	1,335	143	13,497	12	2,571	12	5,522	1	480	198	6,591	92	3,900	456	26,940
Iron and Steel Products	228	82,536	77	61,210	425	88,307	81	40,109	114	80,785	18	30,421	219	8,706	62	2,716	797	131,997
Transportation Equipment	107	34,448	46	53,100	211	61,766	37	36,037	63	65,441	13	28,562	275	8,648	72	3,389	610	96,187
Non-Ferrous Metal Products	37	19,046	25	23,988	86	30,014	35	23,039	32	25,784	9	16,798	58	1,572	11	306	177	34,997
Electrical Apparatus and Supplies	55	28,551	33	24,779	99	31,008	25	7,276	55	32,430	6	8,297	32	943	5	631	167	41,477
Non-Metallic Mineral Products	53	7,882	19	4,327	94	12,484	22	5,894	14	4,904	4	1,129	84	2,718	26	736	228	18,892
Products of Petroleum and Coal	38	5,884	22	6,216	40	8,053	16	5,136	13	5,361	4	2,724	14	1,070	1	666	66	10,132
Chemical Products	87	14,664	50	13,646	179	24,188	83	15,956	44	18,406	15	8,008	85	2,109	32	685	326	30,294
Miscellaneous Manufacturing Industries	28	3,414	9	2,580	71	6,271	11	1,905	13	3,252	.....	.....	94	3,282	21	1,095	198	12,534
Canada Total	1,412	366,320	535	274,680	2,809	504,824	581	220,837	701	395,062	118	122,775	2,362	98,364	907	41,766	6,670	786,986

cent of the 786,000 workers in manufacturing covered by the survey. The fact that the percentage of workers employed in establishments having safety and health facilities is greater than the percentage of such establishments indicates that these facilities are more common in the larger plants.

More than 40 per cent of establishments with approximately 65 per cent of the plant workers covered by the survey reported that they had employees who were trained in first aid. More than 20 per cent of establishments with 46 per cent of the employees had joint worker-supervisor safety committees. As a rule, trained safety engineers are employed only by the comparatively larger firms. This is borne out by the fact that only eight per cent of the reporting establishments had such officials but these same establishments had 35 per cent of the employees.

Similarly, only 1·7 per cent of the reporting plants had full-time plant doctors; but they employed slightly more than 15 per cent of workers covered. Slightly more than 10 per cent of the factories reported having full-time plant nurses but the number of employees in these was approximately 50 per cent of those dealt with in the survey.

Almost nine per cent of the establishments dealt with in the survey reported that they required their employees to undergo recurring medical examinations; the employees of these plants made up slightly more than 28 per cent of those covered.

The accompanying table gives information on the frequency with which safety and health facilities are provided in the various sub-groups of the manufacturing industry.

The information given in this table bears out the observation made above that safety and health provisions are more frequently provided in the larger establishments. For example, in the non-ferrous metal products group, nine plants (five per cent of the total number of establishments) employing nearly 17,000 plant workers (or 48 per cent of those employed in the group) have full-time plant doctors. Full-time plant nurses are provided by 18 per cent of the plants in this industry, these plants employing nearly three-quarters of the industry's workers.

In the rubber products industry, in which the average size of establishment is relatively large, ninety per cent of the workers are in plants which employ full-time nurses, more than three-quarters of the workers are in plants which have worker-supervisor safety committees and almost two-thirds are in establishments employing safety engineers.

In the paper-products industry, three-quarters of the plant workers are in establishments having worker-supervisor safety committees and more than half are in plants having safety engineers.

Labour Minister Urges Government Workers to Avoid Accidents

After reviewing figures of accidents among government employees which required workmen's compensation, Hon. Milton F. Gregg, Minister of Labour, urged all workers in the government service, regardless of their occupation, to be more careful and to take no unnecessary chances of accident.

"There is need among government workers for more safety consciousness," Mr. Gregg said. "Most accidents could have been prevented by a little forethought, a little more care, a little greater safety consciousness on someone's part."

Statistics of accidents to federal employees are kept by the Government Employees' Compensation Branch, Department of Labour. The Branch has sponsored an intensive safety campaign throughout government departments.

A recent report on compensable accidents among federal employees indicates an accident rate of between eight and nine per cent, i.e., the number of compensable accidents is eight to nine per cent of the number of employees covered by workmen's compensation.

During the fiscal year 1951-52, there were 12,857 claims made on provincial workmen's compensation boards, through the Government Employees' Compensation Branch, on behalf of federal government employees (L.G., March, p. 370).

Federal employees covered under the Government Employees' Compensation Act include not only civil servants but also employees of many Crown corporations.

4th Session of Textiles Committee

Group warns that international trade competition should not lead to worsening of conditions of employment. Canadian named vice-chairman

"It is essential that international competition for trade in textile goods should not lead to a worsening of conditions of employment or a lowering of standards of living and in particular that it should not lead to an abandonment of social policies considered as basic," the International Labour Organization's Textiles Committee* has declared in a resolution adopted at the group's fourth session in Geneva from February 2 to 13. The vote on the resolution was 67 to none, with 37 abstentions.

Representatives of the Governments, employers and workers of 23 countries attended the meeting. Canadian government delegates were S. H. McLaren, Executive Director, Unemployment Insurance Commission, and Miss Ruth A. Hamilton, Adviser on Women's Employment, UIC.

A Canadian delegate, H. F. Irwin, was appointed vice-chairman of the session for the employers. The session was presided over by Henry Hauck of France, representative of the ILO Governing Body.

The resolution also recommended:—

That the ILO Director-General, David A. Morse, continue to take all possible steps, in consultation with the international organizations concerned, to achieve this goal;

That the attention of all organizations concerned with the international textile trade be drawn to "the essential principle that basic social standards must be safeguarded";

That Governments be urged to take whatever individual or collective action may be feasible and appropriate, other than action tending to restrict international trade.

The Committee approved by 82 votes to 20, with two abstentions, a series of conclusions relating to the employment of women in the textile industry.

While it could not agree on a definition of "guaranteed wage", the Committee recognized that "structural, cyclical, seasonal and other changes in manufacturing activity may endanger the stability of income of workers in the textile industry and that any reasonable and practicable step should be taken to reduce this risk of instability."

Countries sending delegations to the session were: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Egypt, Federal Republic of Germany, Finland, France, India, Italy, Japan, Mexico, Netherlands, Norway, Peru, Sweden, Switzerland, the United Kingdom and the United States.

*Industrial Committees were inaugurated in 1945 by the ILO Governing Body to deal with problems of some of the most important international industries.

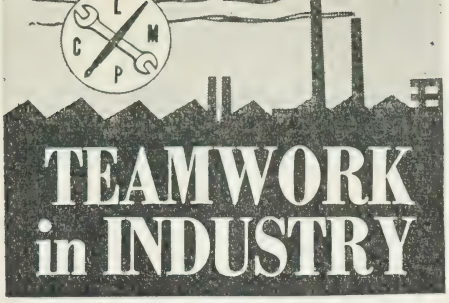
Majority of Governments Favour Recommendation On Holidays with Pay

The majority of 40 Governments replying to an ILO questionnaire have indicated they favour a paid holiday of two weeks a year for persons employed in industry and commerce. Most of them agreed that the ILO's general conference should adopt a formal Recommendation on the subject.

The question of holidays with pay is listed for "first discussion" at the 36th International Labour Conference opening June 4 at Geneva.

In preparation for the discussion, the International Labour Office asked governments for their views on the contents of the proposed Recommendation. On the basis of the replies, the Office drafted a number of preliminary conclusions which will be submitted to the Conference.

The proposed Recommendation should provide, the Office's conclusions suggest, that workers be granted, where conditions permit, an annual paid holiday of not less than 12 working days (not less than ten working days in the case of a five-day week) after one year of continuous employment. It should also provide that the right to a holiday proportionate to the number of full months of service be acquired after six months' continuous service.



The first in a series of open meetings was held recently by the LMPC at Yarrow's Ltd. in Victoria. All employees were invited to attend and watch the committee at work. Labour and management representatives spoke briefly to the group and explained the purpose and objectives of the LMPC.

The guests did not actively take part in the proceedings but had previously submitted questions that they particularly wanted to hear discussed. During the meeting discussions were held on the credit union health plan, the pension plan, staging work in the dry dock, reports of sports events in the yard paper, and Yarrow's group insurance plan.

* * *

More than 100 suggestions have been submitted to the jointly-administered labour-management suggestion plan at the Great Lakes Paper Co. in Fort William. The plan has been in operation for one year. To date, 27 awards ranging from the minimum of five dollars to $100 have been paid. The value of several other suggestions has not yet been calculated and they are being held for review.

A labour-management committee of ten members, six management and four labour, administer the plan. One labour member is chosen from each of the four international unions representing employees at the mill. The employees have been enthusiastic about the plan. All hourly-rated employees are eligible for cash awards ranging from five to one thousand dollars. Salaried employees, with the exception of company officers and certain specified officials, are also eligible.

* * *

Labour-management production committees have resulted in the saving of thousands of dollars by increasing production efficiency and helping to improve fire, health and safety records in many plants, Arthur Hemming said recently. Mr. Hemming, Executive Secretary of the Trades and Labour Congress of Canada, was addressing a meeting of the Niagara Peninsula Branch of the Engineering Institute of Canada.

Mr. Hemming spoke as a representative of labour in a panel discussion. Other speakers were W. A. Campbell of Canadian Westinghouse Ltd., representing management, and E. V. Brown of Ridley College, representing the public.

During his address, Mr. Hemming said: "Labour and management have come to realize that neither is a separate entity working apart from the other but that both are completely dependent on the other.... Even greater labour-management co-operation must make itself manifest if Canada is to remain the great country it is today, if Canada is to maintain its place as one of the great industrial countries in the world and if increased production is to be attained."

* * *

During March, a network of 64 Canadian radio stations carried *Third Dimension,* a dramatized broadcast on labour-management co-operation presented under the auspices of the Labour-Management Co-operation Service.

The story revolves around a newspaper reporter assigned to prepare a feature story on labour-management relations in a plant where there is an LMPC. He is skeptical that labour and management can work together. He is told of an incident that had threatened the firm's existence and of the solution to the problem found by the LMPC. He talks with union and management representatives and is told of the positive benefits to be gained from co-operation.

The title of the broadcast is taken from an analysis of co-operation by the president of the company. He describes the conventional view of labour-management relations as an uneasy balance of toleration, with no attempt made to work together. He then explains what happens when labour and management develop into a team: "When labour and management start sharing ideas —start seeing each other's problems—start talking each other's language—a whole new creative force is released. So—you've got *not* just labour, *not* just management, you've got co-operative action. And that's what I call the Third Dimension."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board ordered two representation votes and allowed the withdrawal of one application for certification. During the month, the Board received five applications for certification.

Representation Votes Ordered

1. The West Coast Seamen's Union (Canada), applicant, and M. R. Cliff Tugboat Co. Ltd., Vancouver, respondent. The Board ordered a representation vote following consideration of the application for certification (L.G., March 1953, p. 418) (Returning Officer: D. S. Tysoe).

2. Forbes Rhude, applicant, the American Newspaper Guild, respondent, and The Canadian Press, respondent. The Board ordered a representation vote following consideration of the application for revocation or certification (L.G., Feb. 1953, p. 239) (Returning Officer: F. J. Ainsborough).

Application for Certification Withdrawn

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and the Canadian Broadcasting Corporation, respondent. At the request of the applicant, the Board allowed the withdrawal of the application (L.G., Feb. 1953, p. 239).

Applications for Certification Received

1. Local No. 244, Building Service Employees' International Union, on behalf of a unit of toll collectors and maintenance employees employed by Burrard Inlet Tunnel and Bridge Co., North Vancouver (Investigating Officer: D. S. Tysoe).

2. International Association of Machinists, on behalf of a unit of maintenance employees employed by Colonial Airlines, Inc., at Dorval Airport, Que. (Investigating Officer: C. E. Poirier).

3. The West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed on vessels operated by Car Barge Towing Co., Limited, Vancouver (Investigating Officer: G. R. Currie).

4. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of Radio Station CKVL, Verdun, Que. (Investigating Officer: L. Pepin).

5. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of production employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February the Minister appointed Conciliation Officers to deal with the following disputes:—

(1) J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock Stevedoring Co. Ltd.; Brown & Ryan Limited; and Eastern Canada Stevedoring Co. Ltd. and National Catholic Syndicate of Longshoremen of Sorel, Inc. (Conciliation Officer: L. Pepin).

(2) Westward Shipping Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

(3) Yukon Consolidated Gold Corporation and Dawson Miners' Union, Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations and the Industrial Relations Branch of the Department.

(4) Red River Grain Company Limited, St. Boniface, and Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

(5) Canadian Pacific Air Lines Limited (Accounting Department), Vancouver B.C., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

(1) Canadian National Railways and Canadian Pacific Railway Company (Vancouver Hotel Company Limited) and Local No. 882, International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., March 1953, p. 419).

(2) Canadian National Railways (Oshawa Railway Company and Thousand Islands Railway Company), and Oshawa Railway and Thousand Islands Clerical Association (Conciliation Officer: F. J. Ainsborough) (L.G., March 1953, p. 419).

Conciliation Board Appointed

During the month the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steam-

(Continued on page 606)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Metal Mining—*Falconbridge, Ont.—Falconbridge Nickel Mines Limited and The International Union of Mine, Mill and Smelter Workers, Local 598.*

Agreement to be in effect from September 12, 1952, to September 11, 1953. Either party may require the other party to enter into negotiations for the renewal of the agreement on 10 clear days' notice given within the period of two months immediately prior to its expiry date.

Check-off: compulsory for all employees. In addition to union dues the company will also deduct monthly from the pay of each employee the sum of 50 cents presently payable to the Union Welfare Fund.

Hours: 8 per day 5 days a week, a 40-hour week; delays in the hoisting and lowering schedules at the company's mines in excess of 15 minutes shall be paid for at straight time.

Overtime: time and one-half for work in excess of 8 hours in any one day or in excess of 40 hours in any scheduled work week, except where such excess is due to regular change of shift; double time for work on 7 (previously 6) *paid holidays.*

Vacations with pay: one week after one year's service, 2 weeks after 3 (previously 5) years' service and 3 weeks after 20 years' service. Employees with less than one year's service will be entitled to one week with pay equal to 2 per cent of the total wages earned during the preceding year.

Hourly wage rates: retroactive to August 31, 1952, all wage rates are increased by 7½ cents per hour. This increase is in addition to certain changes in individual wage rates agreed upon prior to the signing of the agreement.

Off-shift differential: employees shall be paid an off-shift premium of 4 cents per hour for work during the afternoon shift hours, 6 cents for work during the evening shift hours, and 8 cents per hour for work during the night shift hours, provided in each case that such off-shift hours were not scheduled for any other shift hours.

Apprentices: the company agrees to reimburse apprentices who have successfully completed an approved course for electricians, machinists, plate workers or carpenters, an amount not exceeding one-half of the cost to the apprentice of such course, provided that the cost to the company shall be limited to $100 and that the apprentice is in the employ of the company on the completion of the course.

The company will not hire or create any third or fourth classes of tradesmen; those who are presently in the third and fourth classes will be upgraded as they qualify and as vacancies occur.

Provision is made for *seniority rights* and *grievance procedure.*

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing

Rubber Products—*Toronto, Ont.—Seiberling Rubber Company of Canada Limited and The United Rubber, Cork, Linoleum and Plastic Workers of America, Local 118.*

Agreement to be in effect from January 1, 1953, to December 31, 1953. No later than November 1, 1953, negotiations for revision or extension of the agreement shall begin; if satisfactory conclusions are not reached by February 1, 1954, the agreement shall continue in effect until cancelled by either party on 30 days' notice.

Check-off: voluntary but irrevocable for old employees, compulsory for new employees.

Hours: 8 per day, Monday through Friday, a 40-hour week. Maintenance employees who work on Saturday and/or Sunday will be granted comparable shifts off during the following work week. *Overtime:* time and one-half for work in excess of 8 hours in any one continuous shift and for work between 8 a.m. Saturday and 8 a.m. Monday; double time for work on 8 specified *paid holidays.*

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service; employees with less than one year's service will receive 2 per cent of their earnings during the preceding year.

Wages: the previous wage scale shall remain in effect for the duration of this agreement except that in the event that negotiations on a general wage adjustment are entered into by 3 other tire producing companies in Canada, the question of wages shall be considered open for negotiations. Minimum hiring rates (per hour): employees on piece work operations—male $1, female 80 cents, youth 85 cents; employees on day work operations—male 90 cents, female 80 cents; base rates for employees on piece work operations (per hour)—male $1.29½, female $1.10, youth $1.07. (The above hiring rates are 5 cents and the base rates 8 cents per hour higher than the previous rates.) Regardless of age or sex, equal pay for equal results shall prevail.

Off-shift differential: employees on the second and third shifts will be paid a shift bonus of 4 cents per hour.

Welfare: the company will continue in effect its program with reference to sickness, hospitalization and group insurance.

Provision is made for *grievance procedure, seniority rights* and a *Safety Committee.*

Fine Grade Paper—*Ontario and Quebec—Eight Fine Grade Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, International Brotherhood of Paper Makers and International Association of Machinists.*

Memorandum of agreement, executed as of September 30, 1952, renews the previous agreements between the above parties for one year, from May 1, 1952, to April 30, 1953, with the following changes and additions:—

Hours and overtime: effective as of the commencement of the first pay period following January 1, 1953, the hours of work shall be reduced from 48 to 44 per week; time and one-half will be paid for all work in excess of 44 hours, based on a 2-week average for shift workers, and for work on an employee's scheduled or designated days off.

Wages: the hourly wage rates shall be adjusted to provide the same take-home pay for 44 hours as was previously paid for 48 hours. To compensate for the "loss to the employees of leisure time" in the interval between the signing of the agreement and the introduction of the shorter work week, the company will pay to each employee 3 cents per hour for each straight time hour worked during that period. In the first pay period after December 1, 1952, all employees on the payroll as of December 1, 1952, who have been continuously employed since September 30, 1952, will be paid the difference between $20 and the amount to which they are entitled under the preceding provision, this amount to represent advance payment in full of the 3 cents per hour payment for the month of December 1952.

Shift differential: effective as of the commencement of the first pay period after September 30, 1952, a shift differential of 2 cents per hour on the second shift and 3 cents on the third shift will be established for all employees on shift work. In the case of one company a shift differential of 3 cents per hour, paid previously on each of 3 shifts, is to be incorporated in the hourly rate for incumbents of shift base labour jobs as of the date of signing this agreement (except for mechanical trades) and no additional shift differential paid.

Pulp and Paper—*Province of Ontario—Twelve Pulp and Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, The International Brotherhood of Paper Makers and Seven Other Unions Affiliated with The American Federation of Labour.*

This memorandum of agreement, signed September 26, 1952, following negotiations and conciliation proceedings, renews the collective agreements in force between the above parties (*see* L.G., Sept. 1951, p. 1246) for a further period of one year, from May 1, 1952, to April 30, 1953, with the following revisions:—

Overtime: an employee required to work on his scheduled or designated day or days off will be paid time and one-half for such work.

Wages: effective November 1, 1952, all wage rates shall be increased by 8 cents per hour; of this increase 4 cents per hour is to be retroactive to May 1, 1952, in the case of employees in the employ of the companies as of September 26, 1952.

Off-shift differential: effective October 1, 1952, employees on the second shift will be paid a shift bonus of 3 cents and those on the third shift a bonus of 5 cents per hour.

Printing and Publishing—*Hamilton, Ont.—Certain Printing Firms and The International Typographical Union, Local 129.*

Agreement to be in effect from November 1, 1952, to October 31, 1953, and for such reasonable time thereafter (not exceeding 30 days) as may be required for the negotiation of a new agreement.

Union security: closed shop.

Hours: 8 per day Monday through Friday, a 40-hour week.

Overtime: time and one-half for the first 3 hours of work before or after a regular shift and for work on Saturday, or another regular off day, till 12 noon, double time thereafter and for all work on Sundays and on 8 specified *paid holidays.* Employees called back after having left the office shall be paid $1 for such callback and overtime rates for all time worked.

Vacations with pay: two weeks after one year's service.

Minimum hourly wage rates: journeymen $1.85 for day work and $2.12½ for night work; effective May 1, 1953, the rates will be increased to $1.90 for day work and $2.18 for night work; apprentices, first 6 months, 30 per cent of the journeymen's scale, with an increase of 5 per cent every 6 months until 85 per cent of journeymen's scale are reached during the twelfth 6 months. Work between 7 a.m. and 6 p.m. shall be day work and work between 6 p.m. and 7 a.m. night work. Regularly designated split shifts running from day into night hours, and vice-versa, shall be paid for at the regular night rate. In no case shall an employee receive pay for less than a full shift, except when discharged for cause or excused at his own request. A superannuated member may be permitted to work at a rate not less than the journeymen's rate, provided that not more than one superannuated member shall be employed in any office at any one time and that he will not be allowed to work in any office where there are no journeymen employed.

Severance pay: in the event of consolidation or suspension all employees affected shall receive severance pay of not less than 2 weeks' pay at regular rate.

Apprentices may be employed in the ratio of one to every 4 journeymen, 2 apprentices to 7 journeymen, and 3 apprentices to 12 journeymen. No office will be permitted more than 3 apprentices. No apprentice shall be employed on overtime work unless the number of journeymen working overtime on the same shift equals the above ratio. No apprentice may leave one office and enter

the services of another employer without the written consent of the president of the union.

Seniority: priority standing shall be the determining factor in lay-offs and in filling vacancies, provided the employee concerned is competent to do the required work. In addition, employees may claim new shifts, new starting times, new slide days and have choice of vacation schedule in accordance with their priority standing.

Provision is made for the *settling of disputes.*

Steel, Iron and Coke—*Sydney, N.S.—Dominion Iron and Steel Limited and United Steelworkers of America, Local 1064.*

Agreement, dated December 4, 1952, to be in effect until March 31, 1954, and from year to year thereafter, subject to 30 days' notice.

Union security: when hiring new employees the company will give consideration to former union members, if available, and to residents of the immediate vicinity, it will encourage new employees to become members of the union.

Check-off: voluntary but irrevocable.

Hours: 8 per day 5 days a week, a 40-hour week.

Overtime: time and one-half for work in excess of the scheduled standard work shift (provided it exceeds 15 minutes) or the standard work week and for work on Sundays by employees of certain specified shops who have heretofore been similarly paid; double time for work on 8 specified *paid holidays.* Employees not qualifying for the holiday allowance, who work on any of the 8 holidays shall be paid time and one-half for such work.

Vacations with pay: one week after one year's service, 2 weeks after 3 years' service and 3 weeks after 15 (previously 25) years' service. The minimum number of shifts which must be worked to obtain full vacation credits is 252, less shifts not worked because of accidents, sickness, union duties, jury duty, etc.

Hourly wage rates in effect March 31, 1952, shall be amended as follows: retroactive to April 1, 1952, they shall be increased by 8 cents per hour. Commencing November 30, 1952, "the present cost-of-living bonus shall be incorporated in the wage rates". Commencing April 5, 1953, all wage rates in effect on April 4, 1953, shall be increased by 3 cents per hour. Where female help is employed, the principle of equal pay for equal work shall apply.

Cost-of-living bonus: effective April 5, 1953, the company will compare the Dominion Bureau of Statistics' cost-of-living index published in March 1953, with that published in September 1952 (187·6), and will pay an adjustment for any increase in the index on the basis of one cent for each 1·3 rise. Such payment will be continued during the following 12 months, regardless of rises or declines in the index.

Off-shift differential: effective October 5, 1952, employees will be paid a shift premium of 3 cents per hour for work on the 4 p.m. to 12 midnight shift and of 5 cents per hour for work on the 12 midnight to 8 a.m. shift. Effective January 3, 1954, the shift premiums will be increased to 5 and 7 cents respectively. (The previous agreement did not provide for an off-shift differential.)

Job classification program: "The Company undertakes to put into effect, as of the first Sunday in October 1954, job classification with a 4 cent increment between adjacent classifications, using the Co-operative Wage Study Plan as the guiding principle."

Welfare: effective October 5, 1952, the company will contribute 1¼ cents per hour for all hours worked to the Dominion Steelworkers' Mutual Benefit Society for all employees who are members of the society and covered by the agreement.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Railway Cars—*Montreal, P.Q.—Canadian Car and Foundry Company Limited (Dominion and Turcot Plants) and Brotherhood of Railway Carmen of America, Lodges 322 and 930.*

Agreement to be in effect from September 1, 1952, to August 31, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Feb. 1952, p. 174) with the following changes:—

Hours: effective November 27, 1952, hours of work are reduced from 9 per day and 45 per week to 8½ per day and 42½ per week; the standard work week for heating system attendants is reduced from 54 to 48 hours

Hourly wage rates are increased, effective November 27, 1952, by from 14 to 16 cents per hour.

The former *escalator clause* is not included in this agreement.

The *shift differential* for work between 7 p.m. and 7 a.m. is increased by 2 cents per hour, from 5 to 7 cents.

Farm Machinery—*Brantford, Ont.—The Cockshutt Farm Equipment Limited and The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 458.*

Agreement to be in effect from June 20, 1952, to June 20, 1953, and thereafter from year to year, subject to notice.

Union security: union shop for new employees.

Check-off: compulsory for all employees.

Hours: 8 per day 5 days a week, a 40-hour week. Where three 8-hour shifts are worked males will be entitled to 20 minutes for lunch and females to 30 minutes, both with pay.

Overtime: time and one-half for work in excess of the full working day or the full working week and for work on Sundays (except where part of regular shift) and on 8 specified *paid holidays.* Employees required to work 7 continuous days of the calendar week will be paid at the rate of time and one-half for the seventh day. An employee who is absent without valid reason will be required to make up accumulated lost time to the 40-hour week basis before being paid overtime rates.

Rest periods and wash-up time: employees (except shift workers where 3 shifts are worked) shall be allowed a 10-minute rest period each half shift. The factory whistle will blow at 5 minutes to the regular quitting time and employees may either leave the plant immediately or remain to wash up.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service. Employees with between 3 and 12 months' service shall be entitled to 2 per cent of their earnings during the first 11 pay periods of the current calendar year (employees are paid bi-weekly). All vacation pay shall be subject to deductions on a *pro rata* basis for any unauthorized absence from work in excess of one day per month.

Wages: the scale of wages previously in effect shall be maintained for the duration of the agreement. Female employees will be paid the same wages as male employees, provided they attain the same results.

Off-shift differential: employees on the afternoon shift will be paid a shift bonus of 5 cents and those on the night shift a bonus of 7 cents per hour.

Pension, welfare plan, and apprenticeship standards are covered in separate agreements.

Provision is made for the continuance of a *Health and Safety Committee,* and for *seniority rights* and *grievance procedure.*

Trade

Dairy—*Calgary, Alta.—Union Milk Company Limited and The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987.*

Agreement to be in effect from November 1, 1952, to October 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: maintenance of membership.

Check-off: voluntary.

Hours of work, effective November 16, 1952: for drivers on commission basis—5 days per week, 40 weeks of the year and 6 days per week, 12 weeks of the year during June, July and August; there shall be no milk deliveries on Sundays, except when Christmas Day and New Year's Day fall on a Saturday or Monday; during the forty 5-day weeks the second day of rest shall be rotated each week with each man receiving Saturday, Sunday and Monday off each 6 weeks. For ice cream and butter departments—5 days, 40 hours, per week, 36 weeks per year and 5½ days, 44 hours, per week, 16 weeks per year; however, permanent employees shall receive time off in lieu of the extra half day worked during the 16-week period in May, June, July and August; the second day of rest during the 5-day week period shall be consecutive with Sunday. For all other employees—5 days, 40 hours, per week; where work is performed on a 7-day basis, the days of rest shall be consecutive; where Sunday is a regular day of rest the second day of rest shall rotate each week. (The hours provided in the previous agreement were: for drivers on a commission basis 5 days on, one day off, or 10 days on, 2 days off; for all other employees an average of 44 hours per week throughout the year.)

Overtime: time and one-half for work in excess of the above hours and double time, or another day to be added to the annual vacations, for work on 8 specified *paid holidays.*

Vacations with pay: after 30 days' service one-half day for each 23 days worked, after one year's continuous service one week, plus one-half day for each additional 23 days worked, after 2 years' continuous service 2 weeks and after 20 years' continuous service 3 weeks.

Monthly wage rates: special dairy help—pasteurizer, milk grader and tester, buttermaker, cream grader and tester, pasteurizer helper and ice cream mix maker $208.20 to $228.20; experienced dairy help—relief man, head checker, bottle filler, bottle washer, storage men, can washer, truck drivers, garagemen, stable men $193.20 to $208.20; experienced plant staff (female) $158.20 to $173.20. Inexperienced dairy help and plant staff will be paid for the first 3 months $15 and for the second 3 months $7.50 less than experienced employees. Milk route salesmen—base pay of $197.20 plus commission of one cent on all units sold between 8,001 and 10,000 units per month, 1¾ cents on all units sold between 10,001 and 12,000, and 2½ cents on all units sold over 12,000 per month (one retail route unit when sold to the householder equals one quart of milk or one pint of creamee or one-half pint of cream; when sold to restaurants, hospitals and institutions it equals 2 quarts of milk or one quart of creamee or one pint of cream); route reliefmen—base pay of $228.20 plus average commission earned on routes assigned to his swing; route supervisors—base pay of $240.70 plus average commission earned by route reliefman; experienced route helpers $188.20 to $198.20; wholesale route salesmen—base pay of $220.20 plus commission of 1½ cents per unit on all units sold over 5,000 per month (one wholesale route unit equals one gallon of any product sold); wholesale route reliefman—base pay of $248.20 plus the average commission earned on routes assigned to him. Butter, sour cream and cottage cheese shall not be included as units; when sold at retail prices the commission on butter will be one cent per pound, on sour cream 2 cents per carton or pint and on cottage cheese 2 cents per carton; when sold at wholesale price the commission will be one-half and one cent respectively.

Escalator clause: in addition to the above rates employees will be paid a cost-of-living bonus on the basis of $5.40 per month for each 5 points increase in the Dominion Bureau of Statistics' cost-of-living index above 179. The bonus is to be adjusted quarterly, up or down; no bonus will be paid if the index falls to 179.

Provision is made for *seniority rights* and *grievance procedure.*

Service

Laundering, Dry Cleaning and Dyeing—*Montreal, P.Q.—Burnett Limited and The Laundry Workers and Cleaners' Syndicate for the District of Montreal, Local 3.*

Agreement to be in effect from February 16, 1952, to February 15, 1955, and thereafter from year to year, subject to notice.

Union security: maintenance of membership.

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Check-off: the company agrees to deduct monthly union dues from the pay of all employees who so authorize and to remit same to the union.

Hours: for production employees—45 per week to be worked Monday through Friday; however, if required to work on Saturday morning straight time will be paid for such work; for maintenance employees—54 hours (5½ days) per week. The hours in either case are to be scheduled by the company.

Overtime: time and one-half for work in excess of 50 hours per week in the case of production employees and of 54 hours in the case of maintenance employees; double time for work on 4 specified *paid holidays* to all employees.

Vacations with pay: one week after one year's continuous service and 2 weeks after 5 years' continuous service.

Hourly wage rates: marking department, piece work average 80 cents to $1 per hour, helpers 50 to 70 cents; dry cleaning 75 cents to $1, helpers 60 to 70 cents; wet wash 75 to 90 cents, helpers 65 to 75 cents; spotting 80 cents to $1.25, helpers 70 to 80 cents; pressers and finishers—wool, piece work average $1.25 to $1.50 per hour, hourly rate 80 cents to $1, apprentices 70 to 80 cents; silk, piece work average $1 to $1.25 per hour, hourly rate 80 cents to $1, apprentices 70 to 80 cents; flat work 70 to 80 cents, helpers 50 to 65 cents; mangle 45 to 50 cents; shirts, piece work average 75 to 90 cents, helpers 50 to 70 cents; tailors, piece work average $1.25 per hour, hourly rate 80 cents to $1; dressmakers 80 cents to $1, helpers 60 cents; minor repairs 50 to 55 cents, helpers 45 to 50 cents; assembling and packing 60 to 90 cents, helpers 50 to 55 cents; furniture cleaners 80 to 95 cents, helpers 60 to 70 cents; rug cleaners and washers 70 to 95 cents, helpers 60 to 70 cents; dyers $1.25, helpers 65 to 75 cents; route salesmen $27 to $33 per week plus 4 per cent commission, helpers $35 per week.

Cost-of-living escalator clause: all full-time employees who were in the employ of the company at the time the agreement was concluded will be granted, in addition to the above rates, a cost-of-living bonus of 30 cents per week for every complete point of increase in the Dominion Bureau of Statistics' cost-of-living index above 191.5 (index figure for January 1952.) Adjustments are to be made every 3 months, upwards or downwards, but in no event shall a decrease in the index below 191.5 affect the above wage rates.

Provision is made for *seniority rights* and *grievance procedore.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of eight agreements and the correction of one other. In addition to those summarized below, they include: the amendment of the agreement for trade and office employees at Arvida and the correction of the agreement for food products manufacturing and wholesale food trade at Quebec published in the *Quebec Official Gazette,* January 31, 1953, and the amendment of the agreement for tannery workers in the province gazetted February 7.

A request for a new agreement for the building trades at Three Rivers and requests for the amendment of the agreements for the building trades at Hull, at Sherbrooke and at St. Jérôme were published January 31. A request for a new agreement for the men's and boy's clothing industry and for tannery workers in the province and a request for the amendment of the agreement for the printing trades at Montreal were published February 7. Requests for the amendment of the various agreements for the building trades throughout the province, for the building materials industry in the province and for the ornamental iron and bronze industry at Montreal were published February 14.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the Labour Gazette, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the Labour Gazette monthly since June, 1934.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

Men's and Boys' Shirt Manufacturing Industry, Province of Quebec

An Order in Council dated January 29 and gazetted February 14, amends the previous Orders in Council for this industry (L.G., Feb. 1952, p. 178; Jan. 1953, p. 97).

Industrial jurisdiction is amended by the deletion of the provision applying to the manufacture of work shirts for boys from 6 to 14 years of age.

Territorial jurisdiction: Zone I comprising the Island of Montreal and the area within a radius of 10 miles of its limits is unchanged. However, Zone II (the entire province with the exception of Zone I) is now subdivided into two parts as follows: Zone II-A, firms employing 50 or more production workers; Zone II-B, firms employing less than 50 production workers.

Hours: 42 per week, Monday through Friday, in Zone I; 46 per week Monday through Friday and on Saturday till noon, in Zones II-A and II-B. (Weekly hours are reduced by 2 in either case.)

Overtime: time and one-half for work in excess of regular hours shown above. Overtime work is permitted only up to and not after 9 p.m. Monday through Thursday. Overtime is also prohibited, in the 3 Zones, during July and August, on Sundays and during lunch hours. In Zone I work on Saturday is now prohibited. No work will be done on any of 11 specified holidays 3 (previously 2) of which are *paid holidays* after 3 (previously 6) months of continuous service with the same employer. In Zone I work may be done on Saturday, between 8 a.m. and 12 noon of the same week in which a religious holiday occurs, and such work will be remunerated for at time and one-half.

Minimum hourly or piece-work wage rates for Zone I, as published in this amendment and shown below, are unchanged from those previously in effect, as follows: female operators, finishers, pressers, examiners and general hands from 35 cents per hour in first 3 months to 55 cents after 18 months. The general average for the above employees, after one year of service, will be 60 cents per hour in Zone I, 54 cents in Zone II-A and 51 cents in Zone II-B, instead of 60 cents in Zone I and 54 cents in Zone II, as previously. Minimum rates for apprentice markers and cutters from 50 cents per hour during the first 3 months to 85 cents after 3 years; after 4 years of service—electric knife cutters $1, hand knife cutters, markers $1.10; general factory workers (male) from 45 cents per hour in first 6 months to 65 cents after 24 months; pressers (male and female) on creasing machines of S. and R. type (pressing bands, cuffs and facings) and pressers of wool shirts on Hoffman press (after 2 years) 80 cents, apprentice pressers from 45 cents per hour in first 6 months to 80 cents after 2 years; layers from 45 cents per hour in first 6 months to 65 cents after 2 years; dividers from 40 cents per hour in first 6 months to 55 cents after 18 months. Minimum rates of Zone II-A will be those of Zone I, less 10 per cent, and the rates of Zone II-B will be those of Zone I, less 15 per cent. (Previously the rates published for Zone II, now subdivided into Zones II-A and II-B, were from 5 to 10 cents per hour less than those rates of Zone I.)

Cost-of-living bonus: in addition to the above rates, effective immediately, all employees are entitled to a fixed cost-of-living bonus as follows: female employees (with one month of service or more) 6 cents per hour; (with one year of service or more) 8 cents per hour; male employees—fully skilled markers and cutters 10 cents per hour, other male employees (less than one month of service) 8 cents per hour; (with one month of service or more) 10 cents per hour.

Compensation for the reduction in regular working hours: employees paid on an hourly basis will receive an increase of 2½ per cent in the case of one-hour reductions, and of 5 per cent in the case of two hours or more; piecework employees will receive an increase of 5 per cent. Compensation will be computed on the fixed cost-of-living bonus shown above.

Cost-of-living escalator clause: for each one-point rise or fall in the *consumer price index* over and above 115.8 points (index for December 1952) as published by the Dominion Bureau of Statistics, minimum rates will be increased or decreased by one cent per hour. There will be no reduction below the initial base index of 115.8 points. Adjustments will be made quarterly commencing April 1 and will be based on the index published for the preceding month. However, the April 1953 revision will only take effect if the index published for March exceeds that published for January by 3 or more points; subsequent revisions are not affected by this provision.

Provision is made for employers in all Zones, who have granted since August 1, 1952, any wage readjustment above the minimum rates provided above. Such readjustment may be taken as proportional credit when computing the readjustment provided for in this amendment.

Vacation with pay: one week with pay after one year of continuous service as previously in effect; two weeks with pay, or one week with pay plus 7 statutory holidays with pay after 3 (previously 5) years of continuous service. This amendment also provides that the 7 statutory holidays with pay mentioned above will not include any of the 3 paid holidays provided for all employees with three months' service.

Other provisions include regulations governing home workers.

Uncorrugated Paper Box Industry, Province of Quebec

An Order in Council dated January 21 and gazetted January 31, amends the previous Orders in Council for this industry (L.G., April 1950, p. 516; April 1951, p. 544; April 1952, p. 452, July, p. 929, Nov., p. 1480, and previous issues) by the addition of one firm to the list of contracting parties in the Montreal District.

Another Order in Council dated January 29 and gazetted February 7, further amends the previous Orders in Council for this industry as follows:—

Specified holidays in Zones I and II: as previously in effect, 8 specified holidays are observed in French plants and 7 in English plants. However, the number of *paid holidays* is now increased from 4 to 6 in both French and English plants.

Minimum hourly wage rates for female employees in set-up department—minimum rates range from a low of 67 cents per hour for hand labeller, gummer operators,

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etc. to a high of 78 cents per hour in Zone I, 64 to 74 cents per hour in Zone II; folding department—from a low of 67 cents for stripper, packer, folder, machine feeders and operators of machines not classified, to a high of 69 cents per hour for stitcher operators in Zone I, from 64 to 66 cents in Zone II. (The minimum rates are in most cases 5 cents per hour higher than those previously in effect.) Basic rates for female employees are now as follows: from 50 cents per hour in first 3 months to 57 cents in third 3 months in Zone I, 48 to 54 cents in Zone II. (These rates are 2 to 5 cents per hour higher.)

Minimum hourly wage rates for male employees in set-up department range from a low of 93 cents per hour for machine operators not classified, to a high of $1.17 per hour for creasing operators, scorers and cutter on knife (first class) in Zone I, 88 cents to $1.11 in Zone II; folding department—from a low of 86 cents for packer and tier to a high of $1.31 for die maker in Zone I, 82 cents to $1.24 in Zone II; general—from a low of 86 cents per hour for watchmen to a high of $1.17 per hour for electricians and machinists (first class) in Zone I, from 82 cents to $1.11 in Zone II. Weekly minimum rates for chief enginemen (second class) $53.56; (third class) $45.86 in Zone I, $50.88 and $43.57 in Zone II. (The above rates for male employees are from 6 to 10 cents per hour higher for hourly rated workers and from $3.23 to $3.97 per week higher for weekly rated workers.) The basic wage scale for male employees 18 years and over is increased by 5 cents per hour and is now as follows: from 60 cents per hour in first 3 months to 80 cents in fourth 3 months in Zone I, 62 to 76 cents per hour in Zone II; male employees under 18 now receive from 53 cents in first 3 months to 62 cents in third 3 months in Zone I, 50 to 59 cents per hour in Zone II. (Previously 50 to 60 cents per hour in Zone I and 47 to 57 cents in Zone II.)

Printing Trades

Minimum hourly wage rates are from 5 to 14 cents per hour higher than those previously in effect and now range from a low of $1.13 per hour for feeders on platen presses to a high of $1.91 for journeymen pressmen on multicolour cylinder presses in Zone I, from 93 cents to $1.50 per hour in Zone II. Minimum rates for apprentices are unchanged from those previously in effect and the classification helper is not included in the present scale of wage rates.

Building Materials Industry, Province of Quebec

An Order in Council dated January 21 and gazetted January 24 amends the previous Orders in Council for this industry (L.G., June 1950, p. 872, Aug., p. 1185, Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283) by replacing the name "The Canadian Terrazzo and Mosaic Contractors' Association" with the name "Montreal Tile, Terrazzo and Marble Employers' Association" and the names of two additional employers.

Marble Industry

Hours in Zone I (Island of Montreal and within a radius of 15 miles) are unchanged at 40 per week for marble cutters and their apprentices; 45 for other qualified tradesmen, 60 for watchmen.

Overtime in Zone I: time and one-half until 10 p.m., double time between 10 p.m. and 7 a.m. and for work on Sundays and 8 specified holidays; triple time for work on 3 additional *paid holidays*. Eligibility of employees to paid holidays is governed by certain specified conditions. (Previously time and one-half for work till midnight, double time between midnight and 7 a.m. and for work on Sundays and 11 specified holidays, only 2 of which were paid holidays.) In addition, this amendment also provides time and one-half for work on Saturdays between 7 a.m. and 5 p.m., double time for work after 5 p.m. If work starts at 12 noon, or at whatever hour it starts in the afternoon or evening, such work will be paid for at regular rates till 10 p.m., thereafter double time. (Previously regular rates were paid during the first 5 hours for work started after 12 noon, time and one-half for the next 2 hours, double time for the eighth and succeeding hours; for work after midnight, time and one-half up to the eighth hour, during the eighth and succeeding hours, double time.)

Minimum hourly wage rates in Zone I: hand cutter $1.68; carborundum machine operator, terrazzo caster $1.62; machine cutter, hand and machine polisher, compressorman, saw setter, bed rubber face, bed rubber end, craneman $1.46; sawyerman on gang saws (first 3 months) $1 (previously $1.01), (after 3 months) $1.41; helper and labourer $1, apprentice marble cutter from $1 in first year to $1.48 in fourth year; apprentice, carborundum machine operator from $1 (previously $1.01) in first 6 months to $1.46 in third 6 months; apprentice polisher—first 3 months $1, thereafter $1.46; watchman $40 per week. (The above rates represent increases ranging from 6 to 30 cents per hour for hourly rated workers and an increase of $10 per week for watchmen.)

Cost-of-living escalator clause formerly governing this part of the agreement (L.G., March 1950, p. 345) is not included in this amendment.

Other provisions include apprenticeship regulations.

Construction

Building Trades, Montreal

An Order in Council dated January 21 and gazetted January 24, amends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432).

Part "C"—Marble, Tile and Terrazzo Trades

Hours remain unchanged at 40 per week.

Overtime: time and one-half for work done in addition to the regular day's work; double time for work between 10 p.m. and 8 a.m. (The above provisions are unchanged.) However, this amendment provides that time and one-half will be paid for work on Saturday between 8 a.m. and 5 p.m.; double time for work after 5 p.m. and for work on any of 8 specified holidays; triple time for work on 3 additional *paid holidays*. (Previously double time was paid for work on any of 9 specified holidays and triple time for work on 2 additional paid holidays.) Employees are entitled to paid holidays provided they have completed at least one month of service with the same employer and have not been discharged more than 15 days before the holiday.

(Continued on page 596)

Legal Decision Affecting Labour

Magistrate's Court dismisses charge that city of St. Jean had employed carpenters without the certificates required by the parity committee

The Magistrate's Court at St. Jean, Que., on December 22, 1952, dismissed the action brought against the City of St. Jean by the parity committee for the construction trades, which charged that the City had employed workmen to construct an enclosure around a municipal baseball park who did not have the certificate of qualification required by a by-law of the parity committee.

(Under the Quebec Collective Agreement Act, a parity committee may set up a committee of examiners for the trade and require employees subject to the decree to hold certificates of competency.)

The Magistrate held that the workmen were unskilled labourers, who were not required by the by-law to hold a certificate, and that in any case the decree did not apply to municipal construction work.

Giving written reasons for judgment, Magistrate Chabot stated that a by-law of the parity committee makes a certificate of qualification compulsory for all employees subject to the decree except unskilled labourers. If they became carpenters or joiners and worked within the territory under the jurisdiction of the parity committee they would be required to obtain a certificate.

The Magistrate stated that the persons who erected the enclosure around the baseball field on May 8, 1952, were unskilled labourers regularly employed by the City. He did not believe that in building the fence they became "carpenters" or "joiners" subject to the decree. He maintained that the mere fact of working with hammer or saw did not make a workman a carpenter; the nature of the work and the finished product, the particular skills it demands, indicate his capacity. Since the term "carpenter" was not defined in the decree, Magistrate Chabot referred to the dictionary definition and concluded that putting up a fence was not a carpenter's work.

Even if this job could be considered a type of work to be reserved for skilled carpenters, the Court held that the decree and the rules adopted by the parity committee were not applicable, because the work was performed for and by the City. Magistrate Chabot stated that the decree excluded from its application any work performed in the repair and upkeep of municipal buildings, the construction, repair or maintenance of conduits, sewers, or pavements and similar work when performed under the direct control of municipal authorities. He held that this enumeration of municipal works in the decree was not restrictive. It would be absurd if the City's labourers could be employed without any certificate of competency in work which required great skill but could not nail planks together to build an enclosure. In his view, the exemption of municipal corporations from the decree must be interpreted broadly because municipalities represent the public interest, which must take precedence over the private interest of a particular group.

On these grounds, the action of the parity committee was dismissed.—*Comité Paritaire des Métiers de la Construction de St-Jean* v. *Cité de St-Jean*, Rapports Judiciaires de Québec [1953], C.S. Montreal, Nos. 1 and 2, 70.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

A British Columbia conciliation board has recommended that the union agree to compensate the company for the costs involved if any employee takes legal action against the company in connection with the payment of compulsory union dues. The employees' nominee on the board signed the report; the employer's nominee did not.

The board recommended the compulsory check-off of union dues for all new employees.

The board was appointed in connection with a dispute between Kirkland and Rose Limited, Vancouver, and Local 580, Retail, Wholesale and Department Store Union (CIO-CCL). Board Chairman was H. J. Young; employer's nominee, R. J. Killam; employees' nominee, Grant MacNeil.

Recent Regulations, Federal and Provincial

Alberta adopts new CSA Safety Code for the Woodworking Industry, the first province to do so, and revises safety regulations for gas and oil wells and grain elevators. British Columbia issues minimum wage orders for the refrigeration trade and the road transport industry

Alberta has adopted the new CSA Safety Code for the Woodworking Industry as regulations under the Factories Act.

Under the same Act, the regulations governing the construction, operation and maintenance of machinery and equipment in grain elevators were revised to add new safety requirements, including provisions for employees' belt lifts. In Alberta and Saskatchewan, similar regulations for the safety of workers in gas and oil well drilling were issued. Traumatic deafness was added to the schedule of industrial diseases under the British Columbia Workmen's Compensation Act.

Two new minimum wage orders in British Columbia set a minimum wage for the first time for the refrigeration trade and established a higher minimum and punitive overtime rates for the road transport industry.

The regulations under the Alberta Tradesmen's Qualification Act which provide for the issuance of certificates of proficiency in the beauty culture trade were revised.

FEDERAL

Canada Veterans Benefit Act

The Veterans Benefit Regulations were consolidated and re-issued with some changes on January 22 by P.C. 1953-93, effective on that date and gazetted February 11.

PROVINCIAL

Alberta Factories Act

Woodworking Industry

The new Safety Code for the Woodworking Industry recently issued by the Canadian Standards Association (L.G., Mar., p. 444) has now been adopted as regulations under the Alberta Factories Act, by an Order in Council (O.C. 62-53) made January 12 and gazetted January 31.

The Code, which was prepared by the CSA at the request of the Canadian Association of Administrators of Labour Legislation, sets out rules for the safe installation, maintenance and operation of machinery in the woodworking industry, which includes cooperage operations and the making of veneer, but not sawmill or logging operations.

General rules for plant layout require machines to be located so that the operator has sufficient space to handle the material without interference from or to other workmen or machines and without having to stand in an aisle. The minimum clearances suggested for saws, jointers and shapers are set out in an appendix to the Code.

Woodworking machinery must be firmly secured to substantial floors or foundations or, in the case of small units, to strong benches or tables in such a way that they cannot be unintentionally moved or overturned. Whenever possible, heavy-duty machines are to be located on the ground floor in order to prevent vibration due to high operating speed. The appendix outlines the method of cushioning the machine foundation to eliminate undue vibration and noise.

Machines must be adequately lighted. Supplementary lighting must be provided when necessary at the point of operation, that is, the point where the cutting, shaping, or boring operation takes place.

Floors and aisles must be kept in good repair, free from protruding nails, splinters, holes, unevenness and loose boards. In the working area around machines, floors must be treated to prevent slipping. Provision must be made for the removal of shavings and sawdust. Aisles must be at least three feet wider than the width of the widest vehicle or load, if used for one-way traffic, and three feet wider than twice the width of the widest vehicle or load, if used for two-way traffic. Aisleways must be marked by painted lines or some similar method.

Before setting out specific requirements for various types of woodworking machines, the Code gives general rules for machine construction, driving power, speed and machine control. The height of the working surface of each machine must be such as to give the operator most efficiency and

least fatigue. The appendix recommends a height of 36 inches for circular saws, shapers and jointers, and 42 inches for band saws. Each machine must be free from sensible vibration when the largest tool is mounted and run idle at full speed. Arbors and mandrels must have secure bearing and be free from play. Wooden bandsaw wheels must not be used. Saw frames must be constructed so as to limit the size of saw that can be mounted, in order to avoid overspeed due to mounting too large a saw. Rip saw and crosscut saw gauges or fences must be constructed so as to ensure proper alignment with the saw. Hinged saw tables must be constructed so that they can be secured in any position and in true alignment with the saw. All belts, pulleys, gears, shafts and moving parts must be guarded to prevent anyone from becoming entangled.

It is recommended that woodworking machines be driven by individual motors. Each machine must be equipped with a mechanical or electrical power control to make it possible for the operator to cut off the power without leaving his place. On machines operated by electric motors, there must be means for making the controls inoperative while repairs are being carried out. On machines driven by belts and shafting, a locking-type belt shifter or equivalent device is required. Operating treadles must be covered by an inverted U-shaped metal guard, fastened to the floor, of adequate size to prevent accidental tripping. Automatic feeding devices should be installed on machines whenever possible.

Circular saws may not be operated at a speed greater than 10,000 peripheral feet per minute unless specially tensioned for higher speeds. The manufacturer is required to mark upon the saw the size, rpm and speed at which it should operate. A table of revolutions per minute for various sizes of saws to produce but not exceed the maximum speed is included in the appendix.

General maintenance rules emphasize the importance of systematic inspection of all machines and safety equipment to ensure that defects are discovered and corrected promptly. Dull, badly set, improperly filed or improperly tensioned saws must be immediately removed from service as soon as they begin to cause the material to stick, jam or kickback when it is fed to the saw at normal speed. Twists or kinks in saws must be promptly removed by a saw smith. Blades to which gum has adhered must be cleaned immediately. All knives and cutting heads must be kept sharp, properly adjusted, and firmly secured. Bearings must be kept free from lost motion and well lubricated.

The Code requires the installation and compulsory use of guards wherever possible. If special operations require the removal of the guard, it must be replaced immediately upon completion of the work. Employees must not be permitted to remove a guard or to operate a machine without a guard except with the consent of the foreman in each specific instance.

Machines should not be used for operations of such variety as to necessitate the removal of safeguards suitable for the usual service. The specific operations involving special hazards should be assigned to machines appropriate for such work.

Detailed rules are set out for the guarding and safe operation of various woodworking machines and tools. These constitute the main part of the Code. The rules govern the construction and use of circular saws, band saws and band resaws, jointers (hand planers), tenoning machines, boring and mortising machines, wood shapers, planing, moulding, sticking and matching machines, lathes and automatic shapers, sanding machines, routers and roll-type glue spreaders. It is stated that the mention of specific machines does not exclude other woodworking machines from the requirement that suitable guards and exhaust hoods must be provided to reduce hazards to a minimum.

A separate section of the Code deals with veneer machinery, including steam vats and soaking pits, log-handling equipment, drag saws, and veneer cutters and wringers. The sides of steam vats must extend at least 36 inches above the floor, working platform or ground. Where large vats are divided into sections, substantial walkways must be provided between sections, with a standard handrail 42 inches high, removable if necessary, on each exposed side. Where the size of the stock handled will permit it, vat sections should not be larger than eight feet. Vat covers may be removed only from the portion of the vat on which men are working, and a portable railing must be placed at this point to protect the operators. No workman may ride or step on logs in steam vats.

The floor surface at the sides of vats where loading and unloading is done must be constructed to prevent slipping. Employees working at the vats must be provided with and required to wear footwear with soles and heels that will not slip. If required to work over vats, they must wear a safety belt attached to a life line which is fastened so that they cannot

fall into the vat. Mechanical handling equipment must be provided for removing the logs from the vat, and hydraulic equipment for draining it. Until the vat has been drained, no employee may stand on the vat and unloading may not begin. If draining of the vats is not desired, each vat must be fitted with a cradle which can be mechanically raised to permit the logs to be transferred safely to other handling devices.

The buildings in which vats are located should be heated in cold weather to keep the amount of steam at a minimum. Proper means of ventilation must be provided. High ceilings with roof ventilators are desirable; where ceilings are low, exhaust fans must be supplied.

All gears, sprockets, chains and other dangerous parts of log-handling equipment must be enclosed with standard guards. The Code urgently recommends the use of log trolleys or cranes except where the stock handled is very small. All hoisting equipment should be tested and inspected frequently.

Drag saws and veneer cutters and wringers must be provided with guards and specific safety devices. Whenever veneer slicers or rotary veneer-cutting machines have been shut down to insert logs or to make adjustments, the operator must make sure that the machine is clear and that other workmen are not in a hazardous position before he starts the machine. Operators are forbidden to ride the carriage of a veneer slicer.

Equally specific requirements are laid down for the construction and use of cooperage machinery.

The Code also contains rules for the clothing to be worn by operators of woodworking machinery. Gloves, flowing garments, loose sleeves and neckties are not to be worn by machine operators. Where there is danger of kickback from any operation, anti-kickback aprons must be supplied and worn. Where there is danger from dust or flying chips, the employer must provide proper eye protection in accordance with the CSA Code for Head and Eye Protection.

Grain Elevators

The regulations under the Alberta Factories Act governing the construction, operation and maintenance of machinery and equipment in grain elevators, established by O.C. 1089-31, were reissued to include new provisions setting out safety requirements for employees' belt lifts. The former regulations were repealed and replaced by O.C. 83-53, made January 19 and gazetted January 31.

Only minor changes were made to the provisions of the earlier regulations dealing with the guarding of moving parts of machinery, the covering of grain bins and hoppers, the construction of ladders and the construction and operation of manlifts. New sections require workplaces to be adequately lighted and grain augers to be guarded, and prohibit unauthorized persons from riding on manlifts.

The most important change in the regulations was the addition of new provisions governing belt lifts used to carry employees in grain elevators. The belt lift machine (head drive assembly) must be supported on steel, wood or concrete beams or slabs having a factor of safety of not less than six. An adequate platform is to be provided for servicing the machine, protected by a standard guard rail and having a permanent ladder or stairway to the upper landing. There must be an externally operated electrical disconnect switch close to the machine.

The belt lift equipment must be set on a substantial foundation and securely fastened at top, bottom and intermediate landings. The guiding structure, to be made of steel, must have a factor of safety of not less than six.

Where the distance between landings exceeds 20 feet, a permanent ladder must be installed on or adjacent to the structure to permit escape from the belt lift in case of power failure. The belt and head pulley must be designed to withstand safely a live load of 200 pounds for each belt step with a factor of safety of not less than eight. The maximum permissible speed of lifts is 80 feet per minute.

To carry the workmen, steps with an anti-slip surface and each able to bear safely a load of 250 pounds are to be securely fastened to the belt in such a way that they remain at right angles to the belt in ascending and descending. Step treads must be at least 10 inches deep and 12 inches wide and uniform in size. Handholds with a gripping surface of not less than seven inches and at least two-inch clearance from the belt must be secured to the belt approximately four feet above each step. Each step or handhold must have a corresponding handhold or step. Handholds must be constructed so that they cannot be grabbed by an employee in a direction other than that for which they were designed.

The regulations require the provision of an automatic brake applied by gravity or springs and electrically released, capable of stopping and holding the belt with the greatest unbalanced load within two feet.

No chain, belt, clutch or other than a direct mechanical connection may exist between the brake pulley and the head pulley.

The belt must have a manually-operated starting and stopping device, readily accessible throughout the entire travel of the belt lift and arranged so that it must be pulled in the direction of belt travel to stop the belt lift.

Another compulsory feature of belt lift equipment is an automatic limit switch to shut off the power and stop the belt lift within two feet if an employee rides a step more than 18 inches above the upper landing. No provision may be made for re-starting the machine except from above the upper landing.

The holes in the floor through which the belt lift passes must be clear of the steps by a distance of seven to nine inches on each side, measured parallel with the plane of the belt, and clear of the outside edge of the step by a distance of 14 to 15 inches, measured at right angles to the plane of the belt. Floor openings must be guarded by standard railings with staggered openings or swinging self-closing gates opening away from the belt lift.

On the "up" going side of the belt lift, the floor openings must be equipped with funnel-shaped shear guards, bevelled at an angle of not less than 60 degrees from the horizontal and having their lower edge not less than three feet from the centre line of the belt in any direction in front of the plane of the belt, except where a vertical wall interferes. Where there is a projection between landings or above a landing within three feet of the centre line of the belt, a similar shear guard must be provided. Shear guards are to be made of smooth metal not lighter than 16 gauge.

A mounting platform must be provided at the lowest landing on the "up" going side of the belt, high enough to meet the steps when they are level. All landings on both sides of the belt must have a landing area at least two feet wide and must be adequately lighted.

The regulations forbid any person other than an employee to ride on a belt lift, or more than one person to ride on one step at the same time. No freight may be carried on a belt lift.

When an inspector discovers unsafe equipment, material, tools or working conditions which are not specifically covered by the regulations, he is authorized to order the employer to make the changes necessary to remove hazards and reduce the possibility of accidents. Employers are required to comply with such orders.

Plans of employees' belt lifts must be submitted to the Chief Factory Inspector of the Department before installation is commenced.

Alberta Tradesmen's Qualification Act

The regulations under the Tradesmen's Qualification Act for the beauty culture trade, in which work is prohibited without a subsisting certificate, were reissued with some changes. The new regulations, replacing those made in 1949 (O.C. 1058-49), were approved by O.C. 82-53 on January 19 and gazetted January 31.

Changes were made in the provisions for the issuing of certificates. As before, an applicant for a certificate of proficiency must present testimonials from his employers or instructors to establish that he has had at least two years' practical experience in the trade or one year's experience and approximately 1,400 hours of instruction in a Beauty Culture Trade School. He must then pass a practical and a theoretical examination, obtaining at least 75 per cent of the allotted marks.

Previously, an applicant presenting the required testimonials could be granted a temporary certificate, valid for three months only, during which period he was required to present himself for examination. No certificate may now be issued without examination, but a candidate who obtains between 60 per cent and 75 per cent of the marks in the examination may be granted a temporary certificate valid for a period not exceeding 12 months, during which time he must prepare for re-examination. An unsuccessful candidate may not be re-examined for at least six months.

More detailed provisions are set out for the licensing of apprentices. As before, an apprentice certificate may be issued to any person upon application, authorizing him to work under the direct supervision of a beauty parlour operator holding a valid certificate of proficiency. It is now provided that an apprentice may hold a certificate for a two-year period and must then take an examination. If he fails to secure a certificate of proficiency or a temporary certificate, he may be granted another apprentice certificate good for six months only and must then present himself for further examination.

Under the former regulations, all beauty culture operators were required to renew their certificates annually upon payment of a $1 fee. Certificates now will remain in effect unless suspended or revoked for cause. However, a certificate valid for a limited period may be issued in any case where it is considered proper by the Minister of

Industries and Labour. A certificate may be cancelled if it is established that a testimonial or statutory declaration presented was false or irregular.

Another new section provides that every certificate issued must be accompanied by an identification card indicating the status of the certificate. The holder of a certificate is required to produce his certificate or identification card at the request of any authorized official.

Where the name of the holder of a certificate is changed through a change in marital status, the certificate must be forwarded to the Department for the necessary alteration.

Alberta Workmen's Compensation Act

Gas and Oil Wells

Revised safety regulations governing the erection of derricks and the operation and maintenance of gas and oil well drilling equipment have been issued by the Workmen's Compensation Board in Alberta. The new regulations, gazetted January 31 and effective from March 15, replace Regulation No. 14 of 1949.

As previously, the regulations lay down the general requirement that any derrick, buildings, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety to persons employed in or around gas or oil wells. Spudding in or drilling operations are prohibited until all moving parts of machinery are completely guarded, all platforms, stairways and handrails securely fastened in position and the escape line with escape buggy installed at the derrick platform. Where gas and oil wells are being drilled, the casing to be set and cemented is now required to be of the depth, size and type specified on the licence to drill issued by the Petroleum and Natural Gas Conservation Board.

For the purpose of preventing blow-outs, new provisions have been included requiring the operator of a well being drilled to install and use adequate control equipment to shut off the open hole completely and to surround and close off the drill pipe, casing and tubing. The controls for such equipment must be located at least two feet outside the substructure. Except where loss of circulation occurs through unforeseeable circumstances, sufficient drilling fluid must be kept in the well at all times to prevent the possibility of the well blowing out of control.

With some minor changes from the earlier regulations, safety requirements are set out in detail for cellars, derricks, platforms, ladders, auxiliary means of escape, safety belts and lines, oil and gas storage tanks, rotary drilling rigs and certain other equipment. A new section deals with safety valves and pumps. Another new provision requires hand tools to be kept in good repair.

New rules designed to guard against fire or explosion were added. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the doghouse. Steam boilers must be at least 150 feet away from the well head. Tanks supplying fuel to other than diesel motors may not be located within 75 feet of the well head. Unless a rig is adequately lighted by natural light, no drill pipe may be disconnected during a drill stem test if there is any possibility of gas or oil being present in the pipe. In addition to the regular means of attachment, every test plug must be attached by a safety line to the links when above the derrick floor. Fires may not be located and persons are prohibited from smoking within 75 feet of a well head.

A new provision requires rigs to be properly lighted to provide a minimum illumination of five foot candle power on the whole of the derrick floor, three foot candle power at the fourble boards, mud pumps and cat-walk, and one foot candle power at the shale shaker, stairways and other working areas. A section added to the regulations in 1949, giving specific rules for electrical wiring and equipment, is omitted and the new regulations contain only the general requirement that electrical installations must be of a type approved for the purpose by the Alberta Electrical Inspection Department and must comply with the Canadian Electrical Code.

Safety equipment to be supplied by the employer now includes safety goggles as well as safety belts, gas masks and hard hats. Workmen are required to wear goggles when engaged in the mixing of chemicals, the chipping, tapping, hammering or grinding of metal, welding operations, or cleaning by the use of compressed air. The hard hats to be worn by all workmen while on the derrick floor and during the erection or dismantling of derricks must now be supplied with suitable winter linings during the months from November to March inclusive.

Every driller employed on a gas or oil well drilling rig is required to hold a certificate of competency in first aid approved by the Workmen's Compensation Board. Employers must provide and maintain a Standard First Aid Kit and carrying stretcher at each place of employment. These first aid provisions are new.

British Columbia Hours of Work and Minimum Wage Acts

Road Transport

The Board of Industrial Relations has revised its hours and minimum wage orders for the road transport industry.

"The transportation industry", defined in general terms to cover the transport of goods by road, was added to the schedule of the Hours of Work Act in 1935. A regulation issued in that year exempted the industry from the limits set by the Act to the extent that workers were permitted to work six additional hours in a week, provided that their daily limit did not exceed ten hours. From 1935 on, minimum wage rates were fixed for the various categories of workers in the industry, depending on the number of hours worked.

In 1948, on the basis of 13 years' experience, the Board instituted a new method of regulation, applying the principle of punitive overtime rates instead of setting actual limits on hours. Minimum Wage Order 9 (1948) set a minimum rate of 75 cents an hour for the main group of transport workers, drivers and their swampers and helpers, and established overtime rates for hours worked in excess of specified limits. The Order required time and one-half the regular rate to be paid for the first 2½ hours in excess of 8½ in a day, double time for work done in excess of 11 hours, and time and one-half for hours worked in excess of 47 in a week, provided that the weekly overtime did not include overtime calculated on a daily basis. In 1950 (L.G., 1951, p. 245) the Board followed the same policy with respect to regulation of the taxicab industry, substituting punitive overtime rates for a strict limitation of weekly hours.

In its recent revision of the orders covering road transport, the Board reworded the definition of "the transportation industry" to make it apply specifically to truck-drivers and motorcycle operators, their swampers or helpers, and warehousemen.

A minimum wage order for these employees set a higher minimum hourly rate and established the same overtime provisions as had been included in Minimum Wage Order 9. Actual hours limitations under the Hours of Work Act were removed for all such employees except bread and milk delivery men.

New Minimum Wage Order

Male and Female Minimum Wage Order No. 26 (1953) establishes a new minimum wage for truck-drivers and motorcycle operators, their swampers or helpers, and warehousemen. It does not apply to employees covered by a minimum wage order for the logging industry, to drivers of vehicles for passenger transportation, or to warehousemen covered by another Order of the Board.

The minimum wage of 75 cents, formerly set by Order 9 for truck-drivers and their swampers or helpers, has been raised to 80 cents per hour. This group includes drivers employed in the delivery of milk or bread for whom the minimum hourly rate was formerly 48 cents. The 80-cent rate applies also to warehousemen, who were not specifically mentioned in earlier orders. The minimum wage for motorcycle operators is now 55 cents per hour. Previously, rates ranged from 30 to 48 cents, depending on the number of weekly hours and whether or not a motorcycle was equipped with a sidecar or wheeled attachment.

Overtime rates for an employee covered by the Order (except one engaged in the retail delivery of milk or delivery of bread) are one and one-half times his regular rate of pay for the first two and a half hours, or less, worked in excess of eight and one-half hours in a day; double time for all hours worked after 11 in a day; and in the case of any overtime not covered by these two provisions, one and one-half times his regular rate for all hours worked in excess of 47 in a week. As before, the overtime rates may be varied by permit from the Board to meet the conditions of the "long distance haul" or for other reasons (e.g., to provide payment on a mileage, tonnage or trip basis). No overtime rates are set for drivers of vehicles engaged in the delivery of milk and bread, and their swampers or helpers, since their hours of work are restricted by Regulation No. 23B and Regulation No. 17C, described below.

An employer who has asked an employee to report for work must, as before, pay him his regular rate of pay for the entire period spent at the place of work in answer to the call. A new "daily guarantee" provision requires an employee to be paid a minimum of two hours' pay if there is no work and four hours' pay if he commences work. The Board has power to vary this provision.

Another new provision stipulates that, when a mechanical breakdown or road blockade immobilizes a truck at a distance greater than 100 miles from the driver's home terminal, employees operating the truck will be paid at straight time unless they are actively engaged in making repairs. Straight time will continue to the

end of the shift on which they are working. While the delay continues, employees will be paid for one regular shift each day.

If the employee provides his own vehicle, he is to be paid, in addition to the minimum wage, all reasonable costs in connection with the vehicle while it is actually being used on the employer's behalf.

Payment of wages up to a date not more than eight days prior to the date of payment must be made at least semi-monthly.

The customary requirements for keeping of records and the posting of the order are included in the new Order, which was made on January 30 and gazetted February 19.

Hours of Work Orders

Related regulations made on February 16 under the Hours of Work Act were gazetted February 19, to take effect on March 30, the date on which the new Minimum Wage Order No. 26 comes into force.

Regulation No. 22A amends the schedule to the Hours of Work Act to re-define "the transportation industry" in more specific terms. Instead of including all operations in or incidental to the transporting of goods, "by any means whatever, other than by rail, water or air", the definition now states that the expression means "the occupations of truck-driver and motorcycle operator, and their swampers or helpers, and warehouseman". Messengers and drivers of horse-drawn vehicles are no longer dealt with as part of the transportation industry. Delivery work by bicycle or on foot in the mercantile industry is already covered by the Order for that industry, Order 24 (1949).

Regulation No. 23A permits male and female employees covered by Minimum Wage Order 26, that is, truck-drivers and motorcycle operators, and their swampers or helpers, and warehousemen (excluding bread and milk delivery men), to work, over and above the eight and 44 hours laid down in the Act, whatever hours are necessary to meet the requirements of the transportation industry. Previously, limits imposed were 10 hours in a day and 50 hours in a week. As stated above, the Board now attempts to regulate hours by means of the overtime rates set in Minimum Wage Order 26.

Regulation No. 13A exempts employees covered by the new minimum wage order from Regulation No. 13, which requires the posting of notices of hours at which work begins and ends, shifts, rest intervals, etc.

Regulation No. 23B makes the same provision as in a former order for working hours of drivers engaged in retail milk delivery. Milk delivery men may work 15 hours in excess of 44 in a week, provided that not more than 10 hours are worked in a day nor more than 350 hours over a period of seven weeks.

Persons employed in the delivery of bread are subject to a special exemption issued in 1948 (Regulation No. 17C) permitting them to work up to 48 hours in a week.

Refrigeration Trade

Minimum wage rates of $1.25 per hour were established for the refrigeration trade by a new minimum wage order, No. 22, made on January 30, and effective March 30. The trade includes all work usually done by refrigeration journeymen in connection with the installation, maintenance and repair of refrigeration and air-conditioning equipment and controls.

The order applies to every male worker in the refrigeration trade except employees who are permanently employed at maintenance work in industrial or manufacturing establishments, public and private buildings, or who are employed solely in a supervisory, managerial or confidential capacity. Lower wage rates for handicapped or part-time employees or apprentices may be prescribed by the Board in the written permits for their employment.

The order requires the payment of time and one-half the regular rate for all hours worked in excess of eight in a day or of 44 in a week where daily hours do not exceed eight. Where other hours limits have been set or approved by the Board, the overtime requirement does not apply until the employee has completed the hours so established. The Board may vary the overtime provisions in the case of industrial undertakings exempted in whole or in part by the Hours of Work Act or regulations from the operation of the Act.

The "daily guarantee" section provides that an employee reporting for work at the request of an employer must be paid his regular rate of pay for the entire period spent at the place of work, with a minimum of two hours' pay.

The order contains the customary provisions requiring semi-monthly payment of wages, the posting of the order and work schedule, and the keeping of records.

British Columbia Metalliferous Mines Regulation Act

Safeguards with respect to the extension of working hours in quarries and metallurgical works were provided for in the revision of a recent regulation under the Metalliferous Mines Regulation Act per-

mitting longer hours than eight in 24 for the purpose of changing shifts. This regulation, approved by O.C. 2878 on December 2 (L.G., Feb. 1953, p. 290), has now been replaced by a regulation issued under authority of O.C. 146 on January 19 and gazetted January 29.

Under the earlier regulation, employment for whatever period longer than eight hours was necessary for a change of shift was permitted during the currency of an existing collective agreement provided that this was not forbidden by the agreement. The regulation now makes the extension of hours permissible where there is a collective agreement only with the consent of the Minister of Mines and on condition that the longer period of employment for an employee does not occur more than once during any 28-day period and then not sooner than 14 days after another such longer shift.

As in the previous regulation, where a collective agreement has expired or where there was none in force when the regulation was approved, an employer and his employees must make an agreement permitting longer hours for a change of shift before such longer hours may be worked. It is now further provided that the employer, within 10 days of making such an agreement, must send the Minister a copy, or if the agreement was not in writing, a written summary.

The new regulation, like the former one, does not apply to operations covered by two earlier orders which allow a 10-hour day to be worked in quarries and in placer mining above ground if a permit has been obtained from the Department of Mines.

British Columbia Workmen's Compensation Act

Traumatic deafness was added to the schedule of industrial diseases under the Workmen's Compensation Act by a regulation issued on January 23, 1953, gazetted January 29, and effective from December 1, 1952. The regulation implements a recommendation in the Sloan Report which noted that the Workmen's Compensation Board was paying compensation to men suffering from disabling occupational deafness on the basis that it was an accident and not a disease. The Report stated that occupational deafness is a disease and recommended that, since persons disabled by it are now compensated, it should be included in the schedule of diseases.

The regulation makes traumatic deafness compensable in any industry or process where there is exposure to blasting or other noise which is capable of producing injury to the auditory nerve or middle ear.

Saskatchewan Oil and Gas Conservation Act

New regulations, including safety provisions for the erection of derricks and the operation and maintenance of gas and oil well drilling equipment, were approved by O.C. 304/53 on February 6 and gazetted February 14 under the Oil and Gas Conservation Act, 1952.

The safety regulations follow the same pattern as those issued by the Workmen's Compensation Board in Alberta, which are reviewed on page 588.

Additional precautionary measures to prevent fires are included in the Saskatchewan regulations. As in Alberta, smoking is prohibited within 100 feet of any receptacle used for storage, measurement, or separation of oil or natural gas products, and within 75 feet of an oil or gas well. All fires used for any purpose must be safeguarded by mechanical or other means so as not to cause a hazard to surrounding property. Waste material must be burned or disposed of in such a manner as not to create a fire hazard to the wells, tanks or stations, or to pollute any stream or fresh water stratum. Fires may not be located, or stoves, open flame heaters, electric generators or electric heaters with exposed elements used, within 75 feet of a well or an oil storage tank. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the drilling rig dog-house. Steam boilers and open flame steam generators must be at least 150 feet away from the well head, and all boilers must be approved by the Chief Boiler Inspector. Any engine, motor or electric switch within 150 feet of a well or storage tank must be constructed or enclosed so that it is externally sparkproof.

Except for the fuel tanks actually connected to the operating equipment, storage of gasoline or liquid fuel is not permitted within 75 feet of a well. Drainage from the location of a fuel tank must be directed away from the well. Explosives must be stored in properly constructed magazines at least 500 feet away from any place where drilling or any production operation is being carried on.

As in Alberta, no workman may be required to enter a storage tank or other confined space unless and until all injurious gases have been removed or he has been equipped with approved breathing apparatus. A strong rope able to bear his weight and of adequate length must be fastened to his body and to a substantial support outside the tank. Two men outside the tank must keep close watch over the workman, so that, if necessary, one can

give artificial respiration while the other goes for further aid. The Alberta regulations require only one man to keep watch.

To ensure that the brakes on the drawworks of drilling rigs are in good order, they must be tested by each driller when he comes on shift and examined weekly by the toolpusher or other person authorized by the employer.

Safety requirements are set out for hoisting, casing and rotary drilling lines. Every hoisting line used in well-drilling, well-servicing, and well-abandoning operations must be examined each week by the toolpusher or other authorized person. If its factor of safety is less than five, the line should be replaced.

The safety buggy on the escape line must be tested at weekly intervals. Employers are required to keep a hard-covered book at every drilling rig in which the weekly inspections of the safety buggy, draw works brakes and hoisting line must be recorded. The book is to be readily available to the inspector at all times.

Where a fatal accident occurs in or about a well, the operator must immediately notify the Minister of Natural Resources by telephone or telegraph.

1952 Edition of Department's Publication on Workmen's Compensation Now Available

Workmen's Compensation in Canada, A Comparison of Provincial Laws covers in some detail changes made in all workmen's compensation laws

The Department of Labour has now available for distribution the 1952 edition of its annual publication, *Workmen's Compensation in Canada, A Comparison of Provincial Laws.* This 40-page mimeographed bulletin covers in some detail the changes made in all ten workmen's compensation laws at the 1952 legislative sessions and contains revised tables indicating the scale of benefits now payable under the Acts as amended.

A comparative analysis of the Acts is made under such headings as scope of laws, risks covered, waiting period, medical aid, rehabilitation, and accident prevention. The occupational diseases for which compensation is payable are set out in tabular form and a summary of ILO Conventions and Recommendations on workmen's compensation permits a comparison between ILO standards and the provincial statutes.

Among the major changes in 1952 were the increases in the percentage rate of payment for disability and the annual wage ceiling. Four provinces raised the percentage rate: British Columbia and Quebec from 66⅔ to 70; and Alberta and Prince Edward Island, from 66⅔ to 75. A percentage rate of 75 has been in effect in Saskatchewan since 1945 and in Ontario since 1950. Five provinces increased the annual wage ceiling: Alberta, Nova Scotia and Quebec, from $2,500 to $3,000; British Columbia, from $2,500 to $3,600; and Saskatchewan, from $3,000 to $4,000. Ontario was formerly the only province with a $4,000 maximum.

In Alberta, a one-day waiting period was introduced and, as in Saskatchewan, compensation is now payable from the day following the accident. In Newfoundland, the waiting period was reduced from six to four days.

Higher benefits to widows ($75 a month in British Columbia, the highest payable in any province, and $50 in New Brunswick) were provided for. In Alberta, the monthly payment of all widows receiving compensation because of earlier accidents was brought up to the present level of $50. The British Columbia Legislature directed that the hospital insurance premiums of widows and dependent children should be paid from the Accident Fund. Five provinces—Alberta, British Columbia, Newfoundland, New Brunswick and Saskatchewan—increased the monthly benefit to dependent children. In Alberta, however, the increased allowance is to be paid to the age of 16 instead of 18. A larger sum for the payment of burial expenses was provided for in Alberta, British Columbia, Newfoundland and Nova Scotia.

Manitoba and Ontario broadened the coverage of their Acts.

This publication, prepared by the Legislation Branch of the Department of Labour, is available in both English and French from the Publications Division, Department of Labour, Ottawa.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for January, 1953, show claims during the month numbered 223,255 compared with 215,848 in December, 212,293 in January, 1952

Initial and renewal claims for unemployment insurance benefit during January numbered 223,255, compared with 215,848 in December. In January 1952, the total was 212,293.

The monthly report on the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that on January 31 claimants on the live unemployment insurance register numbered 376,338 (312,756 males and 63,582 females), compared with 303,831 (247,329 males and 56,502 females) on December 31 and 358,091 (273,834 males and 84,257 females) on January 31, 1952. Ordinary claimants constituted 313,425 of those active on January 31; of the remainder, 17,240 were on short-time, 4,438 were on temporary lay-off and 41,235 were seeking supplementary benefit payments.

Adjudications on initial and renewal claims during January totalled 234,892, of which 165,488 were entitlements to benefit. Disallowances were recorded in 53,331 cases, while disqualifications numbered 23,306, including 5,483 on revised and 1,750 on supplementary benefit claims. Chief reasons for disqualification were "not unemployed", 9,766 cases; "voluntarily left employment without just cause", 5,870 cases; and "not capable of and not available for work", 1,949 cases.

Claimants who came on benefit during the month numbered 163,273, compared with 120,101 in December and 154,294 in January 1952.

Benefit payments amounted to $17,502,303 in respect of 5,628,881 days of proved unemployment during January, as against $10,926,557 and 3,586,600 days during December and $13,433,917 and 5,036,971 days during January 1952.

For the week January 31-February 6, 231,331 beneficiaries received $4,352,990 in respect of 1,395,790 unemployed days, compared with 164,159 beneficiaries, $2,928,266, 944,244 days for the week December 27-January 2, and $3,238,244 paid to 216,882 beneficiaries in respect of 1,195,557 days during the week January 26-February 1, 1952.

> Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average daily rate of benefit for the week under review this month was $3.12, compared with $3.10 last month and $2.71 for the same week in January 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during January 1953, insurance books issued to 4,439,959 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered at January 31 numbered 247,319, an increase of 838 since December 31, 1952.

Supplementary Benefit

Out of a total of 53,331 claims disallowed during January, 53,172 were referred for consideration under the supplementary benefit provisions of the Act (159 claims not referred for supplementary benefit were filed prior to December). In addition, 399 renewal supplementary benefit claims were received. Claims allowed totalled 35,775 and claims disallowed, 15,978. Supplementary benefit recipients for the month numbered 33,426; they received $932,343 for a total of 438,175 days.

The average daily rate of supplementary benefit was $2.13.

*See Tables E-1—E-8 at end of book.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 86 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 71 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a mimimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and forty-four in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and forty-four per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of February are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	$ 28,700.00
Defence Production (January report).....	166	838,606.00
Post Office	11	71,222.88

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments made during February

During February arrears of wages were obtained from one contracting department and from one contractor where there had been failure to pay the wages required by the labour conditions attached to the contracts and the sum of $141.97 was distributed to the two employees concerned.

Contracts Containing Fair Wages Schedules Awarded—February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Morden Man: Harris Construction Co Ltd, renovation of dam.

Central Mortgage and Housing Corporation

Halifax N S: Harold F Verge, addition & alterations to CMHC office bldg; Herman MacDonald Construction Co Ltd, construction of 2 units—DND married quarters. *Chatham N B:* Maritime Landscape & Gardening Ltd, landscaping. *Chilliwack B C:* J H McRae Co Ltd, installation of electrical distribution system.

Defence Construction (1951) Limited

Dartmouth N S: Harbour Construction Co Ltd, construction of torpedo bldg. *Debert N S:* Standard Paving Maritime Ltd, erection & finishing 8 explosive storage accommodation bldgs & roads. *Greenwood N S:* Kenney Construction Co Ltd, construction of control tower. *Halifax N S:* Mardo Construction Co Ltd, construction of transmitter bldg. *Val d'Or P Q:* Northland Construction Co Ltd, erection & finishing of 12 bldgs. *Angus Ont:* W C Brennan Contracting Ltd, erection of 7 explosive storage bldgs. *Cobourg Ont:* H J McFarland Construction Co Ltd, construction of administration bldg. *Long Branch Ont:* Bennett-Pratt Ltd, construction of 2 gate (guard) houses. *Picton Ont:* H J McFarland Construction Co Ltd, construction of central heating plant. *Shirley Bay Ont:* W H Yates Construction Co Ltd, construction of central stores & services bldg. *Gimli Man:* Prairie Construction Co Ltd, improvements to water & sewer services. *Winnipeg Man:* Leitch Construction Ltd, construction of fire hall, ME garage & headquarters bldg. *Claresholm Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of extension to officer's mess. *Esquimalt B C:* Farmer Construction Ltd, construction of diesel workshop.

Building and Maintenance

Hamilton Ont: James Kemp Construction, alterations to barrack block, HMCS "Star". *Weston Ont:* Burton's Insulation & Roofing Co, application of built-up roofs, No 1 Supply Depot. *Winnipeg Man:* Wallace & Wallace, renewal of drill hall floor, Bldg No 21, RCAF Station. *Claresholm Alta:* General Construction Co (Alberta) Ltd, repair of access road, RCAF Station. *Comox B C:* Pacific Sheet Metal Works Ltd, application of built-up roofs, RCAF Station.

National Harbours Board

Montreal Harbour P Q: Walter G Hunt Co Ltd, installation of hoists in Shed No 2; Dominion Sprinkler Co Ltd, installation of fire protection system in Sheds 11-15.

Department of Public Works

Fishing Cove P E I: Norman N MacLean, breakwater extension. *Pictou N S:* Ferguson Industries Ltd,* delivery of pontoon discharge pipes for dredge "PWD No 21"; Ferguson Industries Ltd,* renewals & repairs to tug "Pugwash"; Ferguson Industries Ltd,* renewals & repairs to scow "PWD No 177". *Port Hawkesbury N S:* Port Hawkesbury Marine Railway Co Ltd,* renewals & repairs to scow "PWD No 162". *Bathurst N B:* Northern Machine Works Ltd,* renewals & repairs to dredge "PWD No 9". *Portage Island N B:* J W & J Anderson Ltd, construction of piers. *Saint John N B:* John Flood & Sons Ltd, alterations to Sadim Bldg; Saint John Iron Works Ltd,* supply of land pipes for dredge "PWD No 21". *St Simon N B:*

Diamond Construction Co Ltd, wharf repairs & extension. *Lauzon P Q:* Davie Shipbuilding & Repairing Co Ltd,* repairs to hull, machinery, painting, etc, of tug "Bersimis"; Geo T Davie & Sons Ltd,* repairs to hull, machinery, painting, etc, dredge "PWD No 130". *Marsoui P Q:* Gulf Maritime Construction Ltd, wharf reconstruction. *Montreal P Q:* Charles Duranceau Ltee, erection of Youville Postal Station. *Ruisseau Chapados P Q:* George K Steele, reconstruction of jetties. *Cornwall Ont:* Alphonse Gratton Inc, erection of public bldg (phase 2). *Fort Frances Ont:* Claydon Co Ltd, addition & alterations to public bldg. *Nanticoke Creek Ont:* Detroit River Construction Ltd, construction of breakwaters. *Ottawa Ont:* G T Green Ltd, interior painting, Langevin Block; Robert Strang, painting of military stores bldg; A S Petersen Ltd, construction of implement shed, Forage Plants Division, Central Experimental Farm; Henri Dagenais, alterations to Temporary Bldg No 8. *Penetanguishene Ont:* Russell Construction Ltd, wharf extension. *Port Dover Ont:* Olmsted & Parker Construction Co Ltd, erection of public bldg. *Rockcliffe Ont:* Hart Construction Co Ltd, construction of feed storage bldg for RCMP "N" Division. *Sarnia Ont:* Canadian Dredge & Dock Co Ltd,* harbour improvements (wharf extension). *Toronto Ont:* Toronto Dry Dock Co Ltd,* docking, repairing, painting, etc, of scow "PWD 56". *Wheatley (Muddy Creek) Ont:* N C Srigley, harbour improvements (retaining wall). *Lemberg Sask:* Smith Bros & Wilson Ltd, erection of public bldg. *Regina Sask:* W H McDiarmid Construction Co, construction of RCMP housing. *Campbell River B C:* McKenzie Barge & Derrick Co Ltd, harbour improvements. *Douglas B C:* Ward & Son Ltd, alterations, fittings & traffic signs, Customs and Immigration bldg. *Minstrel Island B C:* Greenlees Construction Co Ltd, wharf improvements. *New Westminster B C:* Star Shipyard (Mercer's) Ltd,* construction of work boat. *Port Alberni B C:* McKenzie Barge & Derrick Co Ltd,* dredging. *Sardis B C:* E H Shockley & Son Ltd, construction of Coqualeetza Indian Hospital. *Skidegate B C:* Greenlees Construction Co Ltd, wharf repairs & improvements. *Steveston B C:* Gilpin-Nash Ltd, construction of fishing harbour (Cannery Channel rock dam).

Department of Transport

Camp Borden Ont: Terminal Construction Co Ltd, construction of hangar aprons & taxi strip. *Earlton Ont:* Betteridge-Construction Co Ltd, construction of equipment garage, dwelling, etc. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, erection of metal equipment building. *Sudbury Ont:* Carrington Construction Co Ltd, construction of equipment garage, dwellings & related work. *Regina Sask:* Hilsden Smith & Co, construction of equipment garage & related work. *Saskatoon Sask:* W C Wells Construction Co Ltd, relocation of middle marker & glide path. *Terrace B C:* The Jamieson Construction Co, clearing right-of-way & radio range site.

Collective Agreement Act, Quebec

(Continued from page 582)

Minimum hourly wage rates: marble setter, terrazzo layer, tile setter $1.90; hand marble polisher $1.57; terrazzo polishing machine operator (dry) $1.71, (wet) $1.51; apprentice marble, tile and terrazzo setters from $1 in first year to $1.70 in fourth year; terrazzo polishing machine apprentices (dry) from $1.41 in first 3 months to $1.71 after 6 months, (wet) from $1.36 during first 3 months to $1.51 after 3 months. (The above rates are 10 cents per hour higher than those previously in effect with the exception of the rates for apprentice marble, tile and terrazzo setters which remain unchanged at $1 per hour in first year; the minimum rate for apprentices to the above trades during second year is reduced from $1.20 to $1.15 per hour.)

Other regulations amend apprenticeship conditions and also provide that any wage increases or other benefits allowed to those workers of the general trades covered by the present agreement will apply to the employees governed by this part of the agreement.

Building Trades, Joliette

An Order in Council dated January 21 and gazetted January 31, amends the previous Orders in Council for this industry (L.G., Aug. 1947, p. 1175; June 1948, p. 620; June 1949, p. 736; July 1950, p. 1053, Nov., p. 1905; June 1951, p. 829; Aug. 1952, p. 1084, and previous issues) by the addition of "The United Brotherhood of Carpenters and Joiners of America, Local 752", to the list of contracting parties.

Wages, Hours and Working Conditions

Meat Products Industry

Average rise in wage rates of more than three per cent obtained by plant employees in meat products industry in 1952; since 1939, wages have trebled. A decided shift to 40-hour work week occurred in 1952

An average rise in wage rates of more than three per cent was obtained by plant employees in the meat products industry in 1952. Wage increases were widespread in their application. Most workers also benefited by a reduction in working hours. These improvements in working conditions were indicated in the October 1952, survey of wage rates and salaries covering 68 meat packing plants across Canada.

Wage Rates

The general level of average hourly wage rates in the slaughtering and meat packing industry at October 1952, was almost treble that of 1939, with the index attaining a level of 298·8 in terms of the base year. This represents an increase of 3·3 per cent since October 1951, when the index stood at 289·4, considerably less than the gain of 18 per cent that occurred during the previous 12 months.

Wage increases granted to employees of the larger plants during the summer of 1952 accounted for much of this rise. Collective agreements negotiated by the "Big Three" meat packing companies and the United Packinghouse Workers of America provided for increases of five per cent in hourly rates, effective August 1, 1952.

As the terms of these agreements are two years, it is possible that the average rates shown in the accompanying table will remain substantially unchanged until the summer of 1954. On the other hand, wage reopening clauses permit the amendment of the provisions of the agreements relating to wages if notice is given in writing by either party during the early summer of 1953.

Increases in national wage rate averages for the 21 occupations included in this analysis ranged from two cents for female "linkers and twisters" to nine cents for luggers and steamfitters. The average increase was approximately five cents an hour. Much of the variation in increases is due to changes in employment distribution between plants and between provinces and to the variable effect of incentive bonus payments.

Each year, the Economics and Research Branch of the Department of Labour surveys some 16,000 industrial establishments requesting information on wages and working conditions. This year, the survey is divided into two parts, with information on wages and hours being obtained in October and information for certain aspects of working conditions in April.

The present article is one of a series based on results of the October 1952, survey. Succeeding issues of the LABOUR GAZETTE will contain similar articles on other industries.

Workers in the slaughtering and meat packing industry are classified into a considerable number of specialized occupations, the biggest percentage of which are production jobs. Of the 21 more representative occupations shown in the accompanying table, three have been added since the last analysis of wage rates in this industry (L.G., July 1952, p. 967). Employees in these three occupations are principally engaged in the manufacture of lard, margarine and other meat by-products.

On a national basis, average rates for the production jobs varied from $1.42 an hour for smokers, a semi-skilled occupation, to $1.65 for siders, a skilled job category. Other production jobs for which rates are shown include boners, $1.50 an hour; butchers, $1.46; and sausage makers $1.45. Labourers received an average of $1.28 per hour. Two female occupations are covered in this analysis, "bacon wrappers and packers" who received an average of $1.11 per hour and "linkers" and twisters", $1.18.

Average wage rates for non-production workers ranged from $1.43 for luggers to $1.64 for stationary engineers. The three selected maintenance occupations were all skilled with steamfitters averaging $1.60 an hour; carpenters $1.59; and machinists, $1.56.

Differentials in wage rates between regions for comparable work were of modest proportions. This is accounted for by the high degree of uniformity in working conditions characteristic of this industry. The highest rates for individual occupations were paid in the three prairie

AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER 1952

Occupation and Locality	Average wage rate per hour	Range of rates per hour
	$	$
Bacon Wrapper and Packer, Female		
Canada	1.11	
Quebec	1.05	.85–1.17
Montreal	1.03	.71–1.17
Ontario	1.02	.60–1.22
Toronto	1.17	1.18–1.33
Manitoba	1.18	.98–1.33
Saskatchewan	1.28	1.17–1,37
Alberta	1.27	1.19–1.36
British Columbia	1.18	1.13–1.22
Boner		
Canada	1.50	
Quebec	1.41	1.20–1.57
Montreal	1.47	1.29–1.57
Ontario	1.51	1.22–2.05
Toronto	1.99	1.59–2.36
Manitoba	1.59	1.40–1.75
Saskatchewan	1.58	1.55–1.60
Alberta	1.53	1.30–1.79
British Columbia	1.56	1.48–1.60
Butcher		
Canada	1.46	
Quebec	1.40	1.23–1.59
Montreal	1.45	1.28–1.59
Ontario	1.38	1.17–1.58
Toronto	1.53	1.41–1.69
Manitoba	1.57	1.50–1.69
Saskatchewan	1.49	1.06–1.64
Alberta	1.59	1.42–1.66
British Columbia	1.62	1.40–1.75
Carpenter		
Canada	1.59	
Quebec	1.65	
Ontario	1.49	1.25–1.69
Toronto	1.60	1.53–1.69
Manitoba	1.65	1.50–1.73
Alberta	1.65	1.56–1.73
British Columbia	1.78	1.55–2.03
Cutter, Beef (Butcher, Beef)		
Canada	1.46	
Quebec	1.39	1.29–1.44
Montreal	1.37	1.29–1.41
Ontario	1.42	1.22–1.60
Toronto	1.54	1.44–1.64
Manitoba	1.59	1.54–1.66
Saskatchewan	1.57	1.44–1.61
Alberta	1.54	1.49–1.60
British Columbia	1.57	1.47–1.72
Cutter, Pork (Butcher, Pork)		
Canada	1.45	
Quebec	1.32	.99–1.50
Montreal	1.32	.99–1.50
Ontario	1.39	1.24–1.55
Toronto	1.49	1.25–1.69
Manitoba	1.59	1.53–1.66
Saskatchewan	1.53	1.47–1.62
Alberta	1.53	1.40–1.59
British Columbia	1.57	1.49–1.64
Ham Trimmer		
Canada	1.46	
Quebec	1.41	1.22–1.50
Montreal	1.40	1.22–1.50
Ontario	1.35	1.00–1.53
Manitoba	1.60	1.33–1.67
Saskatchewan	1.52	1.47–1.64
Alberta	1.55	1.52–1.60
British Columbia	1.57	1.50–1.61
Labourer		
Canada	1.28	
Quebec	1.29	1.21–1.41
Montreal	1.29	1.21–1.41
Ontario	1.23	.90–1.35
Toronto	1.35	1.35–1.38
Manitoba	1.30	1.28–1.33
Saskatchewan	1.34	1.32–1.42
Alberta	1.32	1.27–1.39
British Columbia	1.35	1.33–1.40
Linker and Twister, Female		
Canada	1.18	
Quebec	1.03	.69–1.17
Montreal	1.00	.69–1.17
Ontario	1.10	.70–1.37
Toronto	1.41	1.33–1.64
Manitoba	1.23	1.07–1.37
Saskatchewan	1.25	1.20–1.33
Alberta	1.27	1.21–1.34
British Columbia	1.22	1.13–1.49
Lugger		
Canada	1.43	
Quebec	1.38	1.24–1.43
Montreal	1.38	1.19–1.43
Ontario	1.43	1.32–1.60
Toronto	1.48	1.45–1.60
Manitoba	1.45	1.35–1.63
Alberta	1.47	1.35–1.65
British Columbia	1.43	1.30–1.49
Machinist		
Canada	1.56	
Quebec	1.63	1.55–1.72
Montreal	1.61	1.54–1.72
Ontario	1.51	1.28–1.75
Toronto	1.64	1.53–1.78
Manitoba	1.61	1.50–1.68
Alberta	1.75	1.70–1.87
Sausage Maker		
Canada	1.45	
Quebec	1.38	1.06–1.67
Montreal	1.37	1.14–1.44
Ontario	1.37	1.00–1.69
Toronto	1.46	1.21–1.71
Manitoba	1.51	1.39–1.67
Saskatchewan	1.52	1.47–1.64
Alberta	1.57	1.50–1.65
British Columbia	1.55	1.49–1.61

AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER 1952—Concluded

Occupation and Locality	Average wage rate per hour	Average of rates per hour
	$	$
SIDER (FLOORMAN)		
Canada	1.65	
Quebec	1.58	1.47–1.75
Ontario	1.48	1.15–1.87
Toronto	1.70	1.50–1.96
Manitoba	1.74	1.50–1.90
Saskatchewan	1.73	1.67–1.87
Alberta	1.75	1.51–1.95
British Columbia	1.78	1.75–1.83
SMOKER (SMOKE HOUSE OPERATOR)		
Canada	1.42	
Quebec	1.36	1.21–1.50
Montreal	1.35	1.21–1.50
Ontario	1.33	1.05–1.55
Toronto	1.48	1.47–1.55
Manitoba	1.54	1.49–1.60
Saskatchewan	1.48	1.42–1.55
Alberta	1.47	1.41–1.57
British Columbia	1.58	1.48–1.60
STATIONARY ENGINEER		
Canada	1.64	
Quebec	1.59	1.44–1.80
Montreal	1.62	1.44–1.80
Ontario	1.61	1.35–1.81
Toronto	1.66	1.50–1.82
Manitoba	1.64	1.40–1.79
Saskatchewan	1.71	1.68–1.77
Alberta	1.73	1.65–1.80
British Columbia	1.68	1.49–1.69
STATIONARY FIREMAN		
Canada	1.44	
Quebec	1.40	1.22–1.50
Montreal	1.39	1.22–1.50
Ontario	1.40	1.17–1.62
Manitoba	1.49	1.33–1.67
Saskatchewan	1.46	1.36–1.52
Alberta	1.46	1.37–1.55
British Columbia	1.50	1.43–1.63
STEAMFITTER		
Canada	1.60	
Quebec	1.64	1.61–1.66
Montreal	1.63	1.52–1.66
Ontario	1.53	1.30–1.69
Toronto	1.62	1.53–1.69
Manitoba	1.68	1.60–1.77
Saskatchewan	1.62	1.53–1.71
Alberta	1.69	1.61–1.80
British Columbia	1.65	1.48–1.83
TRUCK DRIVER		
Canada	1.48	
Quebec	1.52	1.44–1.62
Montreal	1.51	1.44–1.62
Ontario	1.39	.99–1.61
Toronto	1.58	1.30–1.73
Manitoba	1.60	1.28–1.85
Saskatchewan	1.44	1.43–1.50
Alberta	1.50	1.49–1.63
British Columbia	1.57	1.56–1.60
RENDER MAN (KETTLEMAN, LARD COOKER)		
Canada	1.47	
Quebec	1.40	1.14–1.44
Montreal	1.37	1.14–1.43
Ontario	1.39	1.18–1.60
Toronto	1.52	1.38–1.60
Manitoba	1.55	1.48–1.58
Alberta	1.57	1.45–1.60
REFINER (FILTERER)		
Canada	1.55	
Quebec	1.44	1.34–1.50
Ontario	1.53	1.12–1.82
Manitoba	1.59	1.53–1.64
Alberta	1.63	1.52–1.70
VOTATOR MACHINE OPERATOR		
Canada	1.48	
Ontario	1.42	1.17–1.69
Manitoba	1.55	1.50–1.60
Alberta	1.62	1.52–1.70

provinces and in British Columbia. The lowest rates were paid in Ontario and Quebec. Provincial differentials were lowest in the case of some of the unskilled groups such as luggers, stationary firemen and labourers and highest for one of the skilled group, siders. The average differential between the highest paying and lowest paying province was 20 cents an hour.

Hours of Work

Sixty per cent of the meat packing plants employing 75 per cent of the total non-office employees in the industry reported a 5-day week in effect as of October 1, 1952. These proportions are substantially higher than a year earlier, when not quite 60 per cent of Canadian packinghouse workers were on this schedule.

There was a decided shift from a 42- to a 40-hour week during the year and, to a lesser extent, from 44 to 40 hours. A distribution of plants and workers according to the length of the work week is given in the table on the following page.

	Number of:		Percentage of Employees		
	Establishments 1952	Non-office Employees 1952	1952	1951	1949
40 hours	34	13,607	77·1	29·2	1·3
Over 40 and under 44	2	186	1·0	39·3	..
44	10	1,410	8·0	17·8	72·1
45	11	1,634	9·3	9·3	12·8
Over 45	11	811	4·6	2·8	13·7
Other	..	..	..	1·6	0·1
	68	17,648	100·0	100·0	100·0

Prices and the Cost of Living*

Consumer Price Index, March 2, 1953

The Dominion Bureau of Statistics consumer price index dropped during February to the lowest level since August 1951, decreasing 0·6 per cent from 115·5 at February 2 to 114·8 at March 2. The decline was almost entirely due to lower food prices and a reduction in the price of cigarettes.

The food index moved down 1·0 per cent from 112·7 to 111·6, the lowest point in two years. Decreases for tea, oranges, potatoes and all cuts of beef and fresh pork outweighed higher prices for butter, eggs, tomatoes, ham, bacon and chicken.

Within the clothing group, fractional increases for several items overbalanced narrow declines; the index advanced 0·1 per cent to 109·7.

The household operations series also increased 0·1 per cent to reach 116·7, as a result of scattered slight increases.

A decrease of nearly 15 per cent in the retail price of cigarettes accounted for most of the 1.3-per cent decline—from 116·7 to 115·2—recorded by the other commodities and services series.

The shelter index remained unchanged at 122·5 as an increase of 0·1 per cent in the rent component was offset by an equal decrease in the home-ownership sub-group.

The index one year ago (March 1, 1952) was 116·9. Group indexes at that date were: food, 117·6; shelter, 119·1; clothing, 112·9; household operation, 116·9; and other commodities and services, 116·4.

Cost-of-Living Index, March 2, 1953

The cost-of-living index (1935-39=100) dropped from 184·9 at February 2 to 184·2 at March 2, 1953. At March 1, 1952, it was 189·1.

Group indexes at March 2 (February 2 figures in parentheses) were: food, 225·7 (227·4); rent 150·7 (150·5); fuel and light, 154·4 (154·3); clothing, 205·5 (205·2); home furnishings and services, 196·3 (196·1); and miscellaneous, 147·9 (149·0).

Group indexes one year ago (March 1, 1952) were: food, 241·7; rent, 146·3; fuel and light, 152·5; clothing, 211·2; home furnishings and services, 200·8; and miscellaneous, 146·9.

City Cost-of-Living Indexes, February 2, 1953

Cost-of-living indexes for seven of the nine regional cities advanced between January 2 and February 2 while two declined. In most centres, increases in meat prices offset decreases in eggs, tea, oranges and potatoes. Higher coal prices were reported in four cities and rents advanced in all cities except St. John's, Halifax and Saint John.

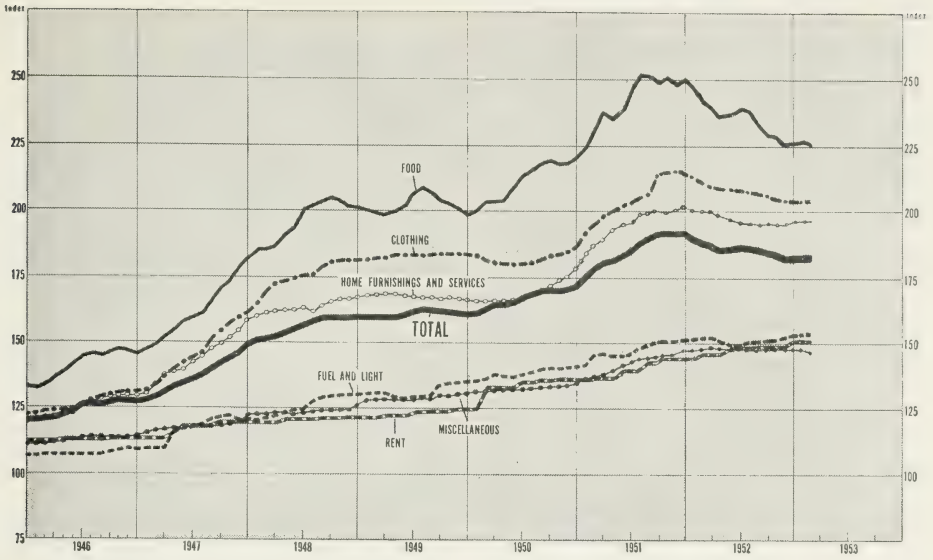
The clothing and home furnishings indexes registered mixed changes, decreases in the prices of men's work pants and increases in broom prices being predominant. Higher rates for hospital accommodation were reflected in higher miscellaneous indexes for St. John's, Halifax and Toronto. Miscellaneous indexes for the remaining cities were unchanged.

Composite city cost-of-living index point changes between January 2 and February 2 were as follows: Montreal, +0·8 to 190·5; Winnipeg, +0·7 to 177·2; Halifax, +0·4 to 173·9; Saskatoon, +0·3 to 182·1; Toronto, +0·2 to 181·5; Saint John, +0·1 to 180·8; Edmonton, +0·1 to 175·7; Vancouver, —0·7 to 187·5; and St. John's, —0·1 to 102·3.

Wholesale Prices, February, 1953

Canada's general index number of wholesale prices dropped 0·3 per cent between January and February and 5·0 per cent

*See Tables F-1 to F-6 at end of book.



since February last year. The February 1953, index was 220·9; in January it was 221·5 and in February last year, 232·6.

Seven of the eight major groups moved lower between January and February. The largest percentage change occurred for non-ferrous metals, the index for this group declining from 169·6 to 168·5 as a result of decreases in lead, zinc and sheet brass which outweighed a small advance in silver.

Vegetable products receded from 202·0 to 200·9 as losses for potatoes, raw rubber, cocoa beans, lemons, flax, rye and oats outweighed advances for onions, rice and milled feeds.

In the animal products group, a change from 239·3 to 239·0 reflected lower prices for fish, raw furs, livestock (notably steers) and fresh meat. These outweighed a firmer price tone for hides, bacon, ham, dairy products and eggs.

Declines in petroleum products and some domestic coals overbalanced advances in building tile and sulphur to lower the non-metallic minerals index from 175·3 to 174·9.

The index for chemicals and allied products registered a drop of 0·3 points to 176·7, mainly as a result of lower prices for inorganic chemicals and paint materials.

A decline in scrap iron resulted in a decrease in the iron and steel products index from 221·5 to 221·4. Wood, wood products and paper declined from 289·8 to 289·7 as lower prices for fir lumber outweighed slight advances in woodpulp, newsprint and cedar shingles.

Fibres and textile products registered the only advance, moving up from 240·3 to 241·1 because of higher prices for worsted yarns, woollen cloth and raw cotton. These outweighed declines in cotton yarn and sash cord.

Canadian farm product prices at terminal markets recorded further weakness in February, the composite index dropping from 226·4 in January to 222·6, a decline of 1·7 per cent. Both field and animal product prices were lower, the index for the former declining from 186·4 to 182·1 as a result of lower prices for potatoes, flax and eastern grains, that for the latter receding from 266·4 to 263·1 as declines for steers and calves outweighed firmer quotations for hogs, lamb, fowl and eggs.

Residential building material prices registered a further moderate decline between January and February, dropping from 283·7 to 282·3. Lower prices for fir lumber were mainly responsible for the change.

Strikes and Lockouts

Canada, February, 1953*

Strike idleness was down from the low figure of the previous month in spite of a slight increase in the number of existing stoppages. More than half the time loss was caused by two disputes, those involving copper refiners and clothing and hosiery factory workers, both at Montreal.

Wages and related questions were the central issues in nine stoppages in February 1953, causing more than 65 per cent of the total time loss. Of the other disputes, five arose over union questions; four over questions affecting working conditions; and one was over discharge of workers.

Preliminary figures for February 1953, show 19 strikes and lockouts in existence, involving 3,757 workers, with a time loss of 23,777 man-working days, compared with 14 strikes and lockouts in January 1953, with 2,136 workers involved and a loss of 31,050 days. In February 1952, there were 22 strikes and lockouts, with 13,048 workers involved and a loss of 47,603 days.

For the first two months of 1953 preliminary figures show 25 strikes and lockouts, with 4,584 workers involved and a loss of 54,827 days. In the same period in 1952 there were 25 strikes and lockouts, involving 17,768 workers and a loss of 118,748 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February 1953, was 0·03 per cent of the estimated working time; in January 1953, 0·04 per cent; for the first two months of 1953, 0·03 per cent; and for the first two months of 1952, 0·07 per cent.

Of the 19 strikes and lockouts in existence in February 1953, one was settled in favour of the workers, five in favour of the employers, two were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month eight stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont. on May 23, 1952.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December 1952, was 92 and 13 were still in progress from the previous month, making a total of 105 during the month. In all stoppages of work in progress, 62,600 workers were involved and a time loss of 136,000 working days caused.

Of the 92 disputes leading to stoppages of work which began in December, two, directly involving 7,000 workers, arose over demands for advances in wages, and 34, directly involving 1,900 workers, over other wage questions; three, directly involving 300 workers, over questions as to working hours; 17, directly involving 3,500 workers, over questions respecting the employment of particular classes or persons; 35, directly involving 1,600 workers, over other questions respecting working arrangements; and one, directly involving 100 workers, was over questions of trade union principle.

New Zealand

For the third quarter of 1952 figures show 11 strikes, involving directly and indirectly, 2,202 workers and causing a time loss of 2,740 man-days.

United States

Preliminary figures for January 1953, show 350 work stoppages resulting from labour-management disputes beginning in the month in which 200,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,250,000 man-days. Corresponding figures for December 1952, are 200 work stoppages involving 80,000 workers and a time loss of 1,000,000 days.

*See Tables G-1 and G-2 at end of book.

Selected Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 57.

Accident Prevention

1. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Industrial Safety.* Hearings before the Subcommittee on Health of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, second session, on S.2325, Accident prevention act of 1951, and S.2714, Industrial safety act . . . Washington, G.P.O., 1952. Pp. 319.

2. **U.S. Federal Safety Council.** *Manufacturing Recommended Safety Standards for Federal Installations.* Washington, U.S. Bureau of Labor Standards, 1952. Pp. 41.

Accidents

3. **U.S. Bureau of Labor Standards.** *Slaughtering, Meat-Packing, and Rendering* . . . Washington, G.P.O., 1952. Pp. 37. This pamphlet deals with the danger of accidents to young people in meat-packing plants.

4. **U.S. Interstate Commerce Commission. Bureau of Transport Economics and Statistics.** *Rail-Highway Grade-Crossing Accidents for the Year ended December 31, 1951.* Washington, 1952. Pp. 36.

Apprenticeship

5. **Great Britain. Building Apprenticeship and Training Council.** *Building: Training for Management. February 1952.* London, H.M.S.O., 1952. Pp. 12.

6. **Massachusetts. Advisory Apprenticeship Committee.** *The Apprenticeship Situation in the Metal Trades and Allied Industries in Massachusetts; a Report* . . . Boston, Massachusetts Development and Industrial Commission, 1951. Pp. 32.

7. **New York (State) Apprenticeship Council.** *Apprenticeship Programs and Apprentices in Training in New York State on December 31, 1951.* New York, New York State. Department of Labor, 1952. Pp. 48.

8. **Patterson, William Francis.** *Industrial Training and Mobilization in California.* Address at annual mass apprenticeship completion ceremony, sponsored by joint apprenticeship committees of the East Bay area, Oakland, California, May 28, 1952. Washington, U.S. Bureau of Apprenticeship, 1952. Pp. 12.

9. **U.S. Bureau of Apprenticeship.** *St. Louis, Mo., and Vicinity Machinist and Tool and Die Maker Apprenticeship Standards;* jointly developed by employers and the International Association of Machinists, District No. 9, in co-operation with the Bureau of Apprenticeship. Washington, G.P.O., 1952. Pp. 28.

10. **U.S. Bureau of Apprenticeship.** *Union Participation in Apprenticeship in 32 Selected States and Territories.* Washington, 1951. Pp. 6.

11. **U.S. Bureau of Apprenticeship.** *Your Skill Improvement Program.* Washington, G.P.O., 1952. Pp. 14. This pamphlet is about apprenticeship.

Civil Service

12. **U.S. Bureau of Employee's Compensation.** *What Every Federal Employee should Know about the Federal Employees' Compensation Act.* Washington, G.P.O., 1952. Pp. 5.

13. **U.S. Interagency Working Committee on Incentives, Awards and Rewards.** *A Proposed Government Incentives, Awards and Rewards Program with Respect to Government Employees.* Report . . . submitted to the Chairman, Government Patents Board. March 10, 1952. Washington, G.P.O., 1952. Pp. 27.

Collective Bargaining

14. **California Personnel Management Association. Research Division.** *Trends & Prospects in Union Relations and Bargaining Practices.* A Stenographic brief of an address given before the California Personnel Management Association and the Personnel Section of the Western Management Association by Richard P. Doherty. Berkeley, 1952. Pp. 14.

15. **Daykin, Walter Lesley.** *The Scope of Collective Bargaining.* Iowa City, Bureau of Labor and Management, State University of Iowa, 1951. Pp. 11.

16. **National Planning Association.** *The Lapointe Machine Tool Company and United Steelworkers of America;* a case study by George P. Shultz and Robert P. Crisara. Washington, 1952. Pp. 81. This is a study of the operation of the Scanlon plan for a joint employer-employee committee.

17. **New York (State) Department of Labor. Division of Research and Statistics.** *Wage-Rate Increases provided by Collective Bargaining in New York State during the Two-Year Period 1950-1951.* New York, 1952. Pp. 22.

18. **Weber, Arnold Robert.** *Union Decision-Making in Collective Bargaining; a Case Study on the Local Level.* Urbana, University of Illinois, Institute of Labor and Industrial Relations, 1951. Pp. 176.

Communism

19. **Rostovsky, Sergei.** *Democracy in Trade Union Work.* London, W.F.T.U. Publications Ltd., 1952. Pp. 9. This is a publication of the World Federation of Trade Unions.

20. **Rostovsky, Sergei.** *Work with the Masses: Vital for Successful Trade Union Action.* London, W.F.T.U. Publications Ltd., 1951? Pp. 8. This is a publication of the World Federation of Trade Unions.

21. **Schwartz, Harry.** *Soviet Life Today.* Toronto, Canadian Institute of International Affairs, 1952. Pp. 15.

22. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Communist Domination of Certain Unions.* Report of the Subcommittee on Labor and Labor-Management Relations of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, first session. . . Washington, G.P.O., 1951-1952. 4 Volumes. Contents,—Pt. 1. CIO trial committee reports.—Pt. 2. Atomic Energy Commission reply to subcommittee questionnaire.—Pt. 3. Replies to subcommittee questionnaire.—Pt. 4. Replies to subcommittee questionnaire.

23. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Communist Domination of Unions and National Security.* Hearings before a subcommittee of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, second session. . . Washington, G.P.O., 1952. Pp. 530.

Disabled—Rehabilitation

24. **Clarke, Joan Simeon.** *Disabled Citizens.* Foreword by Lord Beveridge. London, George Allen and Unwin Ltd., 1951. Pp. 237.

25. **National Conference on Handicapped Persons, Pretoria, 1952.** *Report* . . . Pretoria, 1952. Pp. 261.

Economic Conditions

26. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Egypt; Economic and Commercial Conditions in Egypt,* by A. N. Cumberbatch, October 1951. London, H.M.S.O., 1952. Pp. 138.

27. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Guatemala; Economic and Commercial Conditions in Guatemala,* by R. J. P. Sedgwick. November, 1951. London, H.M.S.O., 1952. Pp. 18.

28. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Peru; Economic and Commercial Conditions in Peru,* by D. M. Gordon. December, 1951. London, H.M.S.O., 1952. Pp. 90.

29. **Public Administration Service, Chicago.** *International Technical Assistance Programs and Organization,* by Walter R. Sharp. Chicago, 1952. Pp. 146.

Economic History

30. **Cole, George Douglas Howard.** *Introduction to Economic History, 1750-1950.* London, Macmillan, 1952. Pp. 232.

31. **Fay, Charles Ryle.** *Round about Industrial Britain 1830-1860.* Toronto, University of Toronto Press, 1952. Pp. 227.

Emigration and Immigration

32. **Auerbach, Frank L.** *The Immigration and Nationality Act: a Summary of its Principal Provisions.* With a foreword by Read Lewis. New York, Common Council for American Unity, c1952. Pp. 103.

33. **Timlin, Mabel Frances.** *Does Canada need More People?* Toronto, Oxford University Press, 1951. Pp. 148.

Employment Management

34. **National Industrial Conference Board.** *Communicating with Employees.* New York, c1952. Pp. 48.

35. **National Industrial Conference Board.** *Time off with Pay; Vacations, Holidays, Personal Absences,* by Harold Stieglitz. New York, c1952. Pp. 16.

36. **U.S. Small Defense Plants Administration.** *Minimizing the Cost of breaking in New Personnel,* by H. S. Hall. Washington, 1952. Pp. 4.

Insurance, Unemployment

37. **New York (State). Department of Labor. Division of Employment.** *Handbook for Employers; a Guide to Employer Rights and Responsibilities under the New York State Unemployment Insurance Law, 1952.* Albany, 1952. Pp. 28.

38. **U.S. Congress. Senate. Committee on Finance.** *Unemployment Compensation.* Hearings before the Committee on Finance. United States Senate, Eighty-second Congress, second session, on S.2504, a bill to provide supplementary benefits in certain cases to workers unemployed during the national emergency, and for other purposes. February 19, 20, 21 and 22, 1952. Washington, G.P.O., 1952. Pp. 333.

Labour Supply

39. **Gruber, Karl.** *Conditions of Full Employment.* Translated into English by Jean Meyer. London, William Hodge, 1952. Pp. 141.

40. **International Labour Office.** *National Employment Services, Great* Britain. Geneva, 1952. Pp. 389.

41. **Morgan, Joseph Theodore.** *Income and Employment.* 2d ed. New York, Prentice-Hall, 1952. Pp. 389.

42. **U.S. Congress. Senate. Committee on Small Business.** *Industrial Manpower.* Hearings before the Subcommittee on Manpower of the Select Committee on Small Business, United States Senate, Eighty-second Congress, first session, on manpower problems of small business. March 6, 7 and 22, 1951. Washington, G.P.O., 1951. Pp. 121.

43. **U.S. Congress. Senate. Committee on Small Business.** *Small Business Manpower Problems.* Report of the Select Committee on Small Business, United States Senate on industrial manpower. Washington, G.P.O., 1951. Pp. 9.

Migrant Labour

44. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Migratory Labor Committee Act of 1952.* Report... to accompany S.3300. A Bill to establish a Federal Committee on Migratory Labor. Washington, G.P.O., 1952. Pp. 15.

45. **U.S. Treaties, Etc., 1949 (Truman).** *Mexican Agricultural Workers. Agreement between the United States of America and Mexico effected by Exchange of Notes, signed at Mexico August 1, 1949 entered into Force August 1, 1949 and Amendments and Interpretations effected by Exchange of Notes.* Washington, G.P.O., 1952. Pp. 107.

46. **U.S. Treaties, Etc., 1951 (Truman).** *Mexican Agricultural Workers. Agreement between the United States of America and Mexico replacing Agreement of August 1, 1949, effected by Exchange of Notes, signed at Mexico, August 11, 1951,, entered into Force August 11, 1951.* Washington, G.P.O., 1952. Pp. 57.

Older Workers

47. **New York (State). Legislature. Joint Committee on Problems of the Aging.** *Age is No Barrier.* Albany, 1952. Pp. 171.

48. **U.S. Federal Security Agency Committee on Aging and Geriatrics.** *Fact book on Aging; Selected Charts and Tables on the Personal Characteristics Income, Employment, Living Arrangements and Health of Older Persons in the Population.* Washington, G.P.O., 1952. Pp. 62.

Prices

49. **U.S. Bureau of Labor Statistics.** *Wholesale Prices, 1950.* Washington, G.P.O., 1952. Pp. 65.

50. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Study on Wage and Price Indexes.* Hearings before the Subcommittee on Labor and Labor-Management Relations of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, first session, on wage and price factors in the labor aspects of defense mobilization. March 19, 1951. Washington, G.P.O., 1951. Pp. 47.

Social Security

51. **New Zealand. Social Security Department.** *Social Security and Benefits in New Zealand.* Wellington, Government Printer, 1952. Pp. 30.

52. **Thomas, Geoffrey.** *The Employment of Men with Pneumokoniosis; an Inquiry carried out at the Request of Pneumokoniosis Research Unit of the Medical Research Council in February 1946.* London? 1951. Pp. 36.

53. **Thomas, Geoffrey.** *Older People and Their Employment; an Inquiry made by the Social Survey in April 1950 for the Ministry of Labour and National Service,* by Geoffrey Thomas and Barbara Osborne. London? 1951. Pp. 36, 21.

54. **Thomas, Geoffrey.** *Women and Industry; an Inquiry into the Problem of recruiting Women to Industry carried out for the Ministry of Labour and National Service.* London? 1949. Pp. 42.

Wage Surveys

55. **American Society of Civil Engineers.** *Job Evaluation and Salary Surveys.* Prepared under the direction of the Committee on Salaries. New York, 1952. Pp. 79.

56. **Canadian Federation of Mayors and Municipalities.** *Wage and Salary Survey and Conditions of Employment Municipal Employees.* Montreal, 1952. Pp. 46.

57. **Nelson, Ramona.** *Conducting a Wage Survey by the Conference Method,* by Ramona A. Nelson and L. Robert Sorenson. Pasadena, Cal., 1952. Pp. 4.

58. **Tolles, Newman Arnold.** *Sources of Wage Information: Employer Associations,* by N. Arnold Tolles and Robert L. Raimon. Ithaca, Cornell University, c1952. Pp. 351. This book is about wage surveys.

Work Simplification

59. **U.S. Bureau of the Budget.** *Outlines for the Trainer in the Conduct of Work Simplification Training Sessions.* Washington, G.P.O., 1952. Pp. 91.

60. **U.S. Bureau of the Budget.** *Specifications for an Agency Work Simplification Program.* Washington, G.P.O., 1952. Pp. 4.

61. **U.S. Bureau of the Budget.** *Trainer's Guide to the Work Simplification Training Sessions.* Washington, G.P.O., 1952. Pp. 8.

62. **U.S. Bureau of the Budget.** *Visual Presentation for Inductory and Training Sessions in Work Simplification.* Washington, G.P.O., 1952. Pp. 72.

Youth-Employment

63. **U.S. Bureau of Labor Standards.** *Questions on Employment of School-Age Youth. For Use in Connection with National Policy on Employment of School-age Youth* issued by The Secretary of Labor, May 1952. Washington, 1952. Pp. 4.

64. **U.S. Defense Manpower Administration.** *National Policy on Employment of School-age Youth.* Washington, G.P.O., 1952. Pp. 3.

Miscellaneous

65. **Behrend, Hilde.** *Absence under Full Employment.* Birmingham, Eng., Research Board, Faculty of Commerce and Social Science, the University, 1951. Pp. 137.

66. **Canadian Pulp and Paper Association.** *Canadian Wood Pulp Data, 1952.* Montreal, 1952. Pp. 31.

67. **Davidson, Basil.** *Report on Southern Africa.* London, Jonathan Cape, 1952. Pp. 285.

68. **Glickman, D.** *Why People Work.* London, Blackie, 1952. Pp. 137. This book is a popular study of economics.

69. **Great Britain. Ministry of Labour and National Service.** *Heating and Ventilation in Factories.* 5th ed. London, H.M.S.O., 1952. Pp. 115.

70. **Great Britain. Police Council. Working Party on Police Pensions.** *Police Pensions.* Report of the Working Party of the Police Council. London, H.M.S.O., 1952. Pp. 19.

71. **Kelsey, Rayner Wilfred.** *Handbook of Life Insurance,* by R. Wilfred Kelsey and Arthur C. Daniels. 2d ed. rev. New York, Institute of Life Insurance, 1951. Pp. 87.

72. **National Planning Association.** *Joint Planning by Americans in Agriculture, Business, Labor, and the Professions at NPA's 1951 Annual Meeting.* Washington, 1952. Pp. 36.

73. **Samuels, Harry.** *The Law relating to Shops.* 2d ed. London, Charles Knight and Co., Ltd., 1952. Pp. 72.

(Continued from page 575)

ships and Union Steamships Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (L.G., March 1953, p. 419). The Board had not been fully constituted at the end of the month.

Settlements Following Board Procedure

(1) Canadian National Railways (Atlantic, Central and Western Regions), and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1952, p. 1352).

(2) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1952, p. 1352).

(3) Canadian Pacific Railway Company (dining, cafe and buffet car employees), and the Brotherhood of Railroad Trainmen (L.G., Feb. 1953, p. 240).

(4) Railway Association of Canada (extra gang employees) and Brotherhood of Maintenance of Way Employees (L.G., Dec. 1952, p. 1585).

Strike Following Board Procedure

On February 16 the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, called a strike of employees of Searle Grain Ltd.; Pacific Elevators Ltd.; United Grain Growers Ltd.; Kerr Gifford & Co., Inc.; and Alberta Wheat Pool, all of Vancouver, following receipt by the parties of the report of the Board of Conciliation and Investigation, which dealt with the dispute (L.G., March 1953, p. 420). At the time of writing, the strike had not terminated.

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TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)
SOURCE: D.B.S. Labour Force Survey

	Week ended January 24, 1953			Week ended December 13, 1952		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population	9,984	4,983	5,001	10,000	5,001	4,999
A. Civilian labour force	5,210	4,075	1,135	5,276	4,096	1,180
Persons at work	4,854	3,765	1,089	5,017	3,873	1,144
35 hours or more	4,533	3,588	945	4,558	3,612	946
Less than 35 hours	321	177	144	459	261	198
Usually work 35 hours or more	123	104	19	234	178	56
(a) laid off for part of the week	10	*	*	11	*	*
(b) on short time	35	28	*	30	24	*
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	14	13	*	31	30	*
(f) illness	32	26	*	30	25	*
(g) industrial dispute	*	*	.....	*	*	*
(h) vacation	*	*	.....	18	11	*
(i) other	22	20	*	106	72	34
Usually work less than 35 hours	198	73	125	225	83	142
Persons with jobs not at work	169	143	26	127	108	19
Usually work 35 hours or more	162	139	23	122	105	17
(a) laid off for full week	47	41	*	24	20	*
(b) bad weather	*	*	.....	*	*	*
(c) illness	74	62	12	66	57	*
(d) industrial dispute	*	*	.....	*	*	*
(e) vacation	18	14	*	13	11	*
(f) other	15	14	*	10	*	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	187	167	20	132	115	17
B. Persons not in the labour force	4,774	908	3,866	4,724	905	3,819
(a) permanently unable or too old to work	190	124	66	198	128	70
(b) keeping house	3,340	*	3,339	3,296	*	3,296
(c) going to school	677	354	323	670	352	318
(d) retired or voluntarily idle	542	414	128	532	408	124
(e) other	25	15	10	28	17	11

[1] Included here are only those who did not work during the entire survey week and were looking for work. For all those who sought work during the survey week, see Table A-2.
* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)
SOURCE: D.B.S. Labour Force Survey

	Week ended January 24, 1953			Week ended December 13, 1952		
	Total	Seeking full-time work	Seeking part-time work	Total	Seeking full-time work	Seeking part-time work
Total looking for work	198	175	23	148	128	20
Without jobs	187	166	21	132	116	16
Under 1 month	67	.....	.....	60	.....	.....
1— 3 months	93	.....	.....	52	.....	.....
4— 6 months	17	.....	.....	12	.....	.....
7—12 months	*	.....	.....	*	.....	.....
13—18 months	*	.....	.....	*	.....	.....
19—and over	*	.....	.....	*	.....	.....
Worked	11	*	*	16	12	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	11	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JANUARY 24, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both sexes	5,210	100	399	1,501	1,865	905	440
Agricultural	774	.....	56	184	201	312	21
Non-Agricultural	4,436	100	343	1,317	1,664	593	419
Males	4,075	82	324	1,157	1,439	736	337
Agricultural	751	.....	55	180	192	305	19
Non-Agricultural	3,324	82	269	977	1,247	431	318
Females	1,135	18	75	344	426	169	103
Agricultural	23	.....	*	*	*	*	*
Non-Agricultural	1,112	18	74	340	417	162	101
All ages	5,210	100	399	1,501	1,865	905	440
14—19 years	494	14	43	186	147	74	30
20—24 years	707	15	54	228	237	123	50
25—44 years	2,430	48	179	700	873	417	213
45—64 years	1,370	21	104	348	517	253	127
65 years and over	209	*	19	39	91	38	20
Persons with Jobs							
All status groups	5,023	94	377	1,433	1,820	886	413
Males	3,908	76	303	1,097	1,398	720	314
Females	1,115	18	74	336	422	166	99
Agricultural	770	.....	55	183	200	312	20
Non-Agricultural	4,253	94	322	1,250	1,620	574	393
Paid workers	3,792	73	274	1,109	1,471	515	350
Males	2,783	58	208	806	1,082	368	261
Females	1,009	15	66	303	389	147	89
Persons without Jobs and Seeking Work							
Both sexes	187	*	22	68	45	19	27
Persons not in the Labour Force							
Both sexes	4,774	138	450	1,307	1,571	882	426
Males	908	41	95	227	263	182	100
Females	3,866	97	355	1,080	1,308	700	326

*Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—January	353	3,660	6,701	1,334	1,083	13,131	6,453
1953—January	170	1,098	2,882	934	543	5,627	1,817

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestics	Others	Total Workers
1951—Total	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—January	1,164	2,572	2,135	473	501	245	732	112	7,934
1953—January	238	393	675	282	443	163	429	41	2,664

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—December	63	250	52	192	162	26	745
1951—January	62	248	47	188	163	26	734
February	63	250	46	189	161	24	733
March	59	256	46	193	174	25	753
April	59	261	53	198	170	27	768
May	66	265	60	203	176	27	797
June	71	271	65	210	178	27	822
July	70	272	68	211	178	30	829
August	72	275	72	213	179	28	839
September	75	280	74	216	182	28	855
October	80	279	73	217	187	29	865
November	82	279	71	221	190	29	872
December	80	285	64	221	187	28	865
1952—January	78	278	59	213	189	29	846
February	80	283	59	214	194	28	858
March	74	288	62	215	194	29	862
April	63	289	67	219	195	29	862
May	69	290	73	225	199	29	885
June	70	290	79	229	202	30	900
July	71	293	88	231	203	30	916
August	77	303	87	232	199	30	928
September	79	310	89	234	199	31	942
October	82	311	86	236	204	32	951
November	82	316	83	240	208	31	960
December	77	323	77	242	207	32	958

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,440,753.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
1952—Average	184·7	193·4	155·0	181·3	175·0	193·8	176·7	155·7	217·9	191·3
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
Apr. 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	183·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·6	205·4	163·6	186·0	182·1	200·7	183·0	162·4	230·7	206·3
Nov. 1, 1952	192·3	199·8	160·2	177·1	182·8	200·4	182·6	164·2	231·3	205·2
Dec. 1, 1952	192·2	199·0	158·0	180·9	183·1	200·7	183·9	164·7	231·6	200·8
Jan. 1, 1953	187·1	183·8	154·5	178·4	176·0	197·9	177·9	158·5	226·1	191·3
Percentage Distribution of Employees of Reporting Establishments at January 1, 1953.	100·0	0·2	3·6	2·5	29·2	43·1	5·2	2·3	5·0	8·9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
1951—Average	180·2	381·3	211·6	49.61	190·0	427·6	224·9	51.25
1952—Average	184·7	426·1	230·9	54.13	192·3	474·0	246·2	56.11
Jan. 1, 1952	181·0	388·8	215·1	50.42	183·6	417·8	227·4	51.82
Feb. 1, 1952	177·8	402·9	226·9	53.19	185·2	449·9	242·9	55.36
Mar. 1, 1952	178·0	409·0	230·2	53.95	187·3	458·0	244·5	55.73
Apr. 1, 1952	177·9	411·5	231·7	54.32	188·3	467·2	248·1	56.55
May 1, 1952	177·4	410·6	231·8	54.34	188·7	468·4	248·1	56.55
June 1, 1952	182·5	420·2	230·7	54.08	190·9	470·1	246·2	56.10
July 1, 1952	185·5	426·3	230·2	53.96	191·4	470·1	245·5	55.95
Aug. 1, 1952	188·8	433·3	229·9	53.89	194·1	474·6	244·4	55.71
Sept. 1, 1952	190·6	442·7	232·7	54.55	198·5	490·9	247·3	56.36
Oct. 1, 1952	192·6	452·2	235·2	55.12	200·8	503·0	250·5	57.09
Nov. 1, 1952	192·3	455·8	237·4	55.65	199·8	505·7	253·0	57.66
Dec. 1, 1952	192·2	459·5	239·4	56.12	199·6	512·2	256·5	58.46
Jan. 1, 1953	187·1	429·8	230·1	53.93	196·1	474·0	241·6	55.06

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

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TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952
							$	$	$
(a) PROVINCES									
Prince Edward Island	183·8	199·0	175·2	393·5	418·7	327·9	42.61	41.87	37.25
Nova Scotia	154·5	158·0	149·2	333·9	348·9	287·3	46.30	47.30	41.24
New Brunswick	178·4	180·9	190·7	418·2	419·9	419·7	47.67	47.22	44.61
Quebec	176·0	183·1	171·7	429·7	461·0	389·2	51.96	53.59	48.27
Ontario	197·9	200·7	190·3	448·2	477·9	406·2	55.50	58.36	52.35
Manitoba	177·9	183·9	173·0	363·9	374·8	334·2	52.59	52.41	49.66
Saskatchewan	158·5	164·7	152·1	341·7	349·2	305·3	52.22	51.35	48.67
Alberta	226·1	231·6	206·0	490·8	521·1	422·3	55.19	57.21	52.17
British Columbia	191·3	200·8	186·4	430·5	486·4	386·9	58.49	62.98	53.97
CANADA	**187·1**	**192·2**	**181·0**	**429·8**	**459·5**	**388·8**	**53.93**	**56.12**	**50.42**
(b) METROPOLITAN AREAS									
Sydney	111·9	110·6	111·2	290·5	292·0	241·9	58.02	59.01	48.62
Halifax	224·5	228·3	216·8	413·8	432·6	375·8	43.18	44.39	40.60
Saint John	183·5	172·5	204·9	357·8	351·8	400·0	41.77	43.70	41.84
Quebec	163·2	168·3	149·0	388·8	421·4	320·1	44.39	46.65	40.03
Sherbrooke	172·6	169·7	161·1	387·6	415·2	349·6	43.64	47.55	42.12
Three Rivers	163·6	169·7	169·5	411·7	437·9	406·9	50.34	51.64	48.02
Drummondville	177·0	178·2	189·2	462·4	489·2	473·1	50.01	52.56	47.88
Montreal	185·4	189·9	174·9	421·9	452·2	368·5	52.00	54.43	48.15
Ottawa—Hull	194·4	195·0	192·2	401·7	422·2	375·7	47.84	50.10	45.28
Peterborough	197·5	197·0	201·5	520·1	554·9	514·3	55.64	59.51	53.92
Oshawa	264·2	279·7	243·0	630·0	701·8	624·5	56.26	59.23	60.77
Niagara Falls	292·2	304·8	254·1	768·1	846·7	624·6	63.37	66.97	59.24
St. Catharines	244·5	249·9	233·9	606·9	677·8	561·0	60.91	66.56	58.88
Toronto	209·6	211·1	196·4	465·5	489·2	407·5	56.09	58.52	52.32
Hamilton	207·2	209·9	199·5	491·4	535·7	447·5	57.36	61.72	54.33
Brantford	205·8	207·3	203·3	537·8	569·1	517·2	54.28	57.02	52.84
Galt	167·1	168·0	145·3	399·1	433·4	322·7	49.06	53.00	45.58
Kitchener	177·7	185·3	167·9	427·2	472·2	355·6	50.99	54.05	45.00
Sudbury	184·0	183·6	182·2	425·8	424·9	400·2	69.50	69.48	65.96
London	201·3	203·5	185·3	444·4	460·9	373·7	52.25	53.58	47.75
Sarnia	328·7	347·9	295·4	741·6	853·7	620·6	62.51	67.99	58.24
Windsor	235·8	235·9	209·2	497·3	570·8	438·2	58.70	67.36	58.41
Sault Ste. Marie	250·8	255·2	223·2	629·3	625·0	497·9	66.56	64.95	59.29
Ft. William—Pt. Arthur	227·2	242·0	226·1	505·9	564·5	479·4	56.85	59.54	53.90
Winnipeg	178·8	184·9	171·5	362·9	378·2	329·1	49.52	49.91	46.75
Regina	187·7	192·5	169·6	401·4	411·6	347·5	48.61	48.60	46.41
Saskatoon	204·4	211·3	195·4	441·5	463·2	391·9	47.85	48.57	44.51
Edmonton	298·9	306·3	250·0	656·0	721·6	504·0	51.68	55.47	47.39
Calgary	234·2	235·8	216·4	482·3	500·3	419·1	53.04	54.66	50.03
Vancouver	208·0	211·6	197·7	462·5	487·0	405·5	55.74	57.70	51.39
Victoria	230·7	230·0	218·2	519·0	537·1	451·6	53.91	55.98	49.66
(c) INDUSTRIES									
Forestry (chiefly logging)	205·5	226·6	288·4	688·4	785·4	859·5	58.00	60.01	51.60
Mining	122·2	124·6	120·2	278·1	299·7	252·5	65.66	69.40	60.42
Manufacturing	196·1	199·6	183·6	474·0	512·2	417·8	55.06	58.46	51.82
Durable Goods [1]	255·5	257·5	233·8	620·7	670·7	532·1	59.01	63.30	55.29
Non-Durable Goods	157·9	162·3	151·2	368·6	398·4	335·4	50.92	53.51	48.35
Construction	176·5	202·5	167·0	491·0	637·1	410·4	52.30	59.15	46.14
Transportation, storage, communication	182·3	186·6	181·3	380·6	376·3	353·0	59.72	57.69	55.73
Public utility operation	196·1	199·0	187·3	424·2	438·4	378·8	63.71	64.89	59.65
Trade	195·3	193·3	185·2	416·3	409·6	374·6	46.54	46.26	44.25
Finance, insurance and real estate	181·7	181·7	178·7	312·5	310·7	292·0	50.03	49.77	47.50
Service [2]	185·2	187·2	178·1	385·6	396·5	351·2	34.88	35.47	32.69
Industrial composite	187·1	192·2	181·0	429·8	459·5	388·8	53.93	56.12	50.42

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42.6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42·6	143·6	61.17	42·2	119·3	50.34
*Jan. 1, 1953	38·5	133·9	51.55	38·6	144·5	55.78	38·4	121·8	46.77

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1953	Dec. 1, 1952	Jan. 1, 1952	Jan. 1, 1953	Dec. 1, 1952	Jan. 1, 1952
Newfoundland	40·2	43·9	39·3	134·0	126·5	127·9
Nova Scotia	38·9	42·2	37·5	117·1	115·1	114·6
New Brunswick	39·8	43·5	39·6	118·6	114·7	114·2
Quebec	40·2	44·2	39·4	120·5	118·0	114·1
Ontario	37·7	41·8	37·7	141·3	140·2	134·0
Manitoba	38·4	41·3	38·7	131·1	125·5	121·9
Saskatchewan	39·9	42·1	39·7	133·9	132·8	126·0
Alberta	38·4	41·5	39·0	137·5	133·2	125·9
British Columbia	35·0	39·0	34·0	163·7	163·1	156·5
Montreal	39·0	43·0	37·9	126·6	124·1	118·6
Toronto	37·8	41·8	36·8	139·9	138·7	131·6
Hamilton	36·9	40·7	36·7	155·8	155·2	147·4
Windsor	33·2	41·7	38·2	162·2	164·0	150·2
Winnipeg	38·1	40·9	38·3	129·9	123·9	120·3
Vancouver	34·3	38·5	32·9	158·9	158·6	151·2

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TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952	Jan. 1 1953	Dec. 1 1952	Jan. 1 1952
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	40·6	44·1	40·2	153·3	151·8	142·6	62.24	66.94	57.33
Metal mining	42·2	45·5	42·5	154·6	153·0	145·1	65.24	69.62	61.67
Gold	43·3	47·2	43·5	131·9	132·0	128·0	57.11	62.30	55.68
Other metal	41·5	44·5	41·9	169·5	167·0	157·8	70.34	74.32	66.12
Fuels	38·4	41·5	35·2	155·0	155·0	146·1	59.52	64.33	51.43
Coal	37·3	40·6	32·7	152·3	153·1	140·3	56.81	62.16	45.88
Oil and natural gas	43·0	45·0	45·9	165·2	161·6	163·5	71.04	72.72	75.05
Non-metal	39·1	43·3	42·3	143·6	140·1	124·5	56.15	60.66	52.66
Manufacturing	38·5	42·5	38·1	133·9	132·1	127·1	51.55	56.14	48.43
Food and beverages	39·6	42·1	39·0	116·2	112·5	109·3	46.02	47.36	42.63
Meat products	40·3	41·2	38·2	144·5	141·8	136·9	58.23	58.42	52.30
Canned and preserved fruits and vegetables	34·4	37·5	33·5	100·9	94·5	91·8	34.71	35.44	30.75
Grain mill products	38·9	43·8	40·9	121·8	122·4	116·9	47.38	53.61	47.81
Bread and other bakery products	43·5	44·6	44·0	100·6	98·8	96·7	43.76	44.06	42.55
Distilled and malt liquors	39·6	42·0	41·4	140·8	137·8	132·9	55.76	57.88	55.02
Tobacco and tobacco products	34·5	40·7	34·0	126·4	126·6	118·4	43.61	51.53	40.26
Rubber products	38·5	41·4	35·8	137·9	138·2	132·8	53.09	57.21	47.54
Leather products	36·3	41·4	34·8	95·5	94·2	89·4	34.67	39.00	31.11
Boots and shoes (except rubber)	35·0	40·5	34·5	91·2	90·7	85·4	31.92	36.73	29.46
Textile products (except clothing)	38·9	43·7	36·7	106·7	106·4	101·5	41.51	46.50	37.25
Cotton yarn and broad woven goods	36·8	41·9	34·0	109·8	109·6	100·2	40.41	45.92	34.07
Woollen goods	40·9	44·7	37·9	102·5	101·1	97·5	41.92	45.19	36.95
Synthetic textiles and silk	42·7	46·4	40·7	108·5	107·5	107·5	46.33	49.88	43.75
Clothing (textile and fur)	32·7	39·9	31·1	92·3	92·3	90·2	30.18	36.83	28.05
Men's clothing	32·6	40·0	31·5	91·3	91·4	88·8	29.76	36.56	27.97
Women's clothing	29·2	36·1	26·6	95·8	94·0	93·9	27.97	33.93	24.98
Knit goods	35·1	41·9	33·4	92·0	93·4	90·7	32.29	39.13	30.29
*Wood products	36·8	43·2	35·6	119·3	119·5	113·6	43.90	51.62	40.44
Saw and planing mills	35·6	42·4	34·3	129·4	129·1	123·9	46.07	54.74	42.50
Furniture	38·8	44·3	37·2	106·3	106·3	101·4	41.24	47.09	37.72
Other wood products	38·4	44·9	38·2	101·9	102·9	95·2	39.13	46.20	36.37
Paper products	42·1	45·3	43·4	147·8	145·3	140·8	62.22	65.82	61.11
Pulp and paper mills	43·3	46·1	45·2	157·7	155·1	150·0	68.28	71.50	67.80
Other paper products	38·5	42·8	38·0	115·3	114·9	108·5	44.39	49.18	41.23
Printing, publishing and allied industries	37·9	40·3	38·1	152·2	152·5	139·5	57.68	61.46	53.15
*Iron and steel products	38·5	42·5	38·7	149·4	148·8	140·0	57.52	63.24	54.18
Agricultural implements	37·1	39·5	34·7	160·0	160·4	155·8	59.36	63.36	54.06
Fabricated and structural steel	35·4	43·0	38·8	154·6	156·9	140·6	54.73	67.47	54.55
Hardware and tools	40·1	43·3	39·1	132·7	133·8	126·4	53.21	57.94	49.42
Heating and cooking appliances	37·5	44·7	36·8	130·5	130·9	122·9	48.94	58.51	45.23
Iron castings	36·3	42·6	37·5	145·7	147·3	135·5	52.89	62.75	50.81
Machinery mgf.	40·6	43·9	40·8	141·5	141·1	131·5	57.45	61.94	53.65
Primary iron and steel	39·7	41·0	40·6	166·6	163·9	154·7	66.14	67.20	62.81
Sheet metal products	35·8	41·5	35·8	138·7	140·0	131·7	49.65	58.10	47.15
*Transportation equipment	38·4	42·7	38·8	153·2	151·9	142·9	58.83	64.86	55.45
Aircraft and parts	43·6	46·5	39·9	154·1	156·0	139·7	67.19	72.54	55.74
Motor vehicles	31·7	40·3	39·5	163·6	168·0	153·5	51.86	67.70	60.63
Motor vehicle parts and accessories	36·7	41·5	34·4	154·2	156·0	147·5	56.59	64.74	50.74
Railroad and rolling stock equipment	39·1	41·0	40·0	154·2	143·4	140·8	60.29	58.79	56.32
Shipbuilding and repairing	39·5	44·7	38·0	142·8	143·6	135·8	56.41	64.19	51.60
*Non-ferrous metal products	40·1	41·7	39·9	150·4	149·6	142·4	60.31	62.38	56.82
Aluminum products	39·2	42·8	41·6	138·6	139·5	131·2	54.33	59.71	54.58
Brass and copper products	39·6	42·9	39·4	138·6	138·6	129·4	54.89	59.46	50.98
Smelting and refining	41·5	40·8	41·3	163·7	164·0	157·2	67.94	66.91	64.92
*Electrical apparatus and supplies	39·2	42·1	37·4	140·5	141·0	137·0	55.08	59.36	51.24
Heavy electrical machinery and equipment	40·4	41·7	40·4	165·0	167·0	154·9	66.66	69.64	62.58
*Non-metallic mineral products	40·6	44·9	40·8	132·7	130·8	125·8	53.88	58.73	51.33
Clay products	41·9	44·7	42·0	123·2	121·7	117·1	51.62	54.40	49.18
Glass and glass products	42·6	46·7	42·9	128·1	126·8	121·5	54.57	59.22	52.12
Products of petroleum and coal	41·8	41·2	41·2	178·8	178·4	164·1	74.74	73.50	67.61
Chemical products	40·8	42·1	41·2	135·9	134·6	128·0	55.45	56.67	52.74
Medicinal and pharmaceutical preparations	40·2	41·8	40·5	108·5	109·1	100·6	43.62	45.60	40.74
Acids, alkalis and salts	40·6	42·1	43·7	161·0	153·9	148·4	65.37	64.79	64.85
Miscellaneous manufacturing industries	38·7	42·5	38·2	107·4	106·0	101·7	41.56	45.05	38.85
*Durable goods	38·6	42·6	38·3	144·5	143·6	136·4	55.78	61.17	52.24
Non-durable goods	38·4	42·2	37·9	121·8	119·3	116·8	46.77	50.34	44.27
Construction	35·9	42·5	35·4	136·0	137·4	123·9	48.82	58.40	43.86
Buildings and structures	33·4	41·7	32·3	150·5	150·6	136·2	50.27	62.80	43.99
Highways, bridges and streets	39·7	42·3	42·4	105·1	105·2	101·0	41.72	44.50	42.82
Electric and motor transportation	44·4	45·7	44·9	133·4	131·4	123·4	59.23	60.05	55.41
Service	41·4	42·3	41·4	76·3	76·5	71·8	31.59	32.36	29.73
Hotels and restaurants	42·7	43·1	43·6	76·0	76·2	71·1	32.45	32.84	31.00
Laundries and dry cleaning plants	39·0	41·3	37·0	73·2	73·7	69·6	28.55	30.44	25.75

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Monthly Average 1952	41·7	129·2	53.88	129·2	116·5	110·9
Week Preceding:						
January 1, 1952	41·7*	127·1	53.01*	127·1	118·2	107·5
February 1, 1952	41·6	127·1	52.87	126·8	117·6	107·8
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952	42·5	132·1	56.14	134·5	115·8	116·1
January 1, 1953 (1)	42·3*	133·9	56.64*	135·8	115·7	117·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100)

* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38·1 hours, $48.43, January 1, 1953, 38·5 hours, $51.55.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1947	36,801	34,995	71,796	156,820	37,994	194,814
March 1, 1948	16,416	15,784	32,200	155,249	45,105	200,354
March 1, 1949	10,187	13,544	23,731	209,866	51,898	261,764
March 1, 1950	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953 (1)	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953 (1)	13,604	13,799	27,403	331,618	72,065	403,683

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 31, 1953 (1)

(Source: Form U.I.C. 751)

Industry (2)	Male	Female	Total	Change from December 31, 1952	Change from January 31, 1952
Agriculture, Fishing, Trapping	**314**	**78**	**392**	**+ 56**	**— 148**
Forestry	**1,182**	**3**	**1,185**	**— 1,029**	**— 2,868**
Mining, Quarrying and Oil Wells	**577**	**39**	**616**	**+ 226**	**— 79**
Metal Mining	311	7	318		
Fuels	208	17	225		
Non-Metal Mining	19		19		
Quarrying, Clay and Sand Pits	2		2		
Prospecting	37	15	52		
Manufacturing	**4,629**	**4,115**	**8,744**	**+ 1,913**	**+ 2,912**
Foods and Beverages	245	172	417		
Tobacco and Tobacco Products	9	5	14		
Rubber Products	36	21	57		
Leather Products	131	257	388		
Textile Products (except clothing)	119	258	377		
Clothing (textile and fur)	295	2,502	2,797		
Wood Products	316	53	369		
Paper Products	87	47	134		
Printing, Publishing and Allied Industries	94	99	193		
Iron and Steel Products	840	143	983		
Transportation Equipment	1,567	137	1,704		
Non-Ferrous Metal Products	101	43	144		
Electrical Apparatus and Supplies	348	125	473		
Non-Metallic Mineral Products	100	44	144		
Products of Petroleum and Coal	23	10	33		
Chemical Products	238	76	314		
Miscellaneous Manufacturing Industries	80	123	203		
Construction	**1,038**	**69**	**1,107**	**+ 248**	**— 607**
General Contractors	619	46	665		
Special Trade Contractors	419	23	442		
Transportation, Storage and Communication	**662**	**255**	**917**		
Transportation	582	63	645		
Storage	20	12	32	(See Footnote (2))	
Communication	60	180	240		
Public Utility Operation	**201**	**23**	**224**		
Trade	**1,835**	**1,726**	**3,561**	**+ 863**	**+ 1,047**
Wholesale	577	556	1,133		
Retail	1,258	1,170	2,428		
Finance, Insurance and Real Estate	**674**	**851**	**1,525**	**+ 167**	**+ 210**
Service	**1,632**	**5,921**	**7,553**	**— 1,131**	**+ 1,468**
Community or Public Service	177	946	1,123		
Government Service	689	629	1,318		
Recreation Service	87	77	164		
Business Service	348	457	805		
Personal Service	331	3,812	4,143		
Grand Total	**12,744**	**13,080**	**25,824**	**+ 1,525**	**+ 2,127**

Current vacancies only. Deferred vacancies are excluded.

(1)—Preliminary—subject to revision.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in the totals of these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 29, 1953 (1)

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,470	519	1,989	3,713	964	4,677
Clerical workers	1,286	3,731	5,017	9,122	15,512	24,634
Sales workers	1,285	788	2,073	4,477	9,783	14,260
Personal and domestic service workers	441	4,166	4,607	22,457	14,162	36,619
Seamen	4	.....	4	6,514	94	6,608
Agriculture and fishing	278	13	291	3,027	1,235	4,262
Skilled and semiskilled workers	5,975	2,965	8,940	133,958	15,306	149,264
Food and kindred products (inc. tobacco)	45	22	67	2,175	1,105	3,280
Textiles, clothing, etc.	245	2,435	2,680	2,893	8,852	11,745
Lumber and wood products	1,083	2	1,085	17,256	112	17,368
Pulp, paper (inc. printing)	36	16	52	990	554	1,544
Leather and leather products	70	208	278	1,067	491	1,558
Stone, clay and glass products	18	.....	18	568	52	620
Metalworking	1,478	20	1,498	8,797	556	9,353
Electrical	248	11	259	1,106	353	1,459
Transportation equipment	178	.....	178	463	65	528
Mining	159	.....	159	1,790	1	1,791
Construction	605	.....	605	48,941	6	48,947
Transportation (except seamen)	507	13	520	21,224	57	21,281
Communications and public utility	31	.....	31	762	13	775
Trade and service	118	153	271	2,361	1,377	3,738
Other skilled and semiskilled	979	66	1,045	15,484	1,362	16,846
Foremen	57	9	66	3,843	242	4,085
Apprentices	118	10	128	4,238	108	4,346
Unskilled workers	1,496	1,082	2,578	134,455	16,157	150,612
Food and tobacco	26	82	108	4,376	5,029	9,405
Lumber and lumber products	159	13	172	9,129	293	9,422
Metalworking	59	11	70	4,654	455	5,109
Construction	203	.....	203	33,609	1	33,610
Other unskilled workers	1,049	976	2,025	82,687	10,379	93,066
Grand Total	**12,235**	**13,264**	**25,499**	**317,723**	**73,213**	**390,936**

(1) Preliminary—subject to revision.
(2) Current vacancies only. Deferred vacancies excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

—	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Feb. 26, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**790**	**224**	**130**	**4**	**7,470**	**6,749**	**178**	**130**	**13**	**1**	**12,506**	**14,238**
Corner Brook	737	45	64	4	790	1,030	34	18	2	.....	1,567	1,956
Grand Falls	13	.....	.....	.....	453	462	.....	.....	.....	.....	804	1,064
St. John's	40	179	66	.....	6,227	5,257	144	112	11	1	10,135	11,218
Prince Edward Island	**126**	**297**	**117**	**1**	**2,099**	**1,563**	**347**	**175**	**60**	**16**	**3,068**	**3,186**
Charlottetown	105	212	85	1	1,313	948	238	139	32	11	1,936	1,972
Summerside	21	85	32	.....	786	615	109	36	28	5	1,132	1,214
Nova Scotia	**952**	**2,801**	**1,113**	**6**	**14,926**	**12,022**	**3,155**	**1,672**	**569**	**27**	**19,764**	**20,347**
Amherst	.....	212	1	.....	723	462	240	190	21	6	837	807
Bridgewater	24	38	24	1	972	448	65	13	6	1	1,092	1,101
Halifax	734	1,508	818	2	3,243	4,032	1,684	764	405	4	4,494	4,344
Inverness	1	12	.....	.....	447	357	17	13	.....	.....	723	768
Kentville	51	76	55	.....	1,562	894	106	47	4	10	2,113	2,270
Liverpool	19	16	12	1	349	181	15	5	.....	1	437	416
New Glasgow	53	270	45	2	1,797	1,577	340	248	11	2	2,616	2,785
Springhill	3	43	10	.....	507	309	34	32	.....	.....	487	460
Sydney	36	465	112	.....	2,980	2,303	474	290	67	.....	3,888	4,116
Truro	26	109	33	.....	796	563	124	52	23	2	870	812
Yarmouth—Shelburne	5	52	3	.....	1,550	896	56	18	32	1	2,207	2,468
New Brunswick	**767**	**2,655**	**647**	**70**	**17,309**	**12,084**	**3,006**	**2,064**	**241**	**27**	**21,887**	**23,154**
Bathurst	17	25	10	.....	2,055	1,536	20	11	6	.....	3,234	3,751
Campbellton	38	89	29	1	1,355	1,065	84	21	60	1	2,111	2,385
Edmundston	18	109	5	.....	990	846	141	97	6	16	1,437	1,935
Fredericton	60	573	61	.....	1,251	892	624	523	14	2	1,162	1,172
Minto	25	93	28	.....	444	253	155	90	.....	.....	476	459
Moncton	260	656	200	60	4,773	3,217	726	400	105	4	5,887	5,710
Newcastle	.....	85	.....	2	1,441	811	108	63	9	4	1,803	2,045
Saint John	325	862	277	7	2,688	2,064	1,003	750	40	.....	2,680	2,601
St. Stephen	4	62	5	.....	1,450	888	60	57	1	.....	2,074	1,911
Sussex	5	89	16	.....	327	158	80	50	.....	.....	321	336
Woodstock	15	12	16	.....	535	354	5	2	.....	.....	702	849
Quebec	**7,535**	**24,039**	**8,974**	**566**	**108,201**	**71,221**	**23,831**	**13,980**	**2,147**	**582**	**130,773**	**137,611**
Asbestos	50	68	30	.....	409	295	80	66	2	.....	544	583
Beauharnois	15	71	17	3	703	322	78	53	1	.....	753	739
Buckingham	48	47	21	.....	876	423	55	31	5	.....	1,048	1,030
Causapscal	9	20	6	.....	787	729	21	19	.....	1	1,413	2,201

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Feb. 26, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Chandler	.....	22	1	.....	1,282	780	109	11	.....	.....	1,889	1,956
Chicoutimi	180	380	164	111	1,036	949	333	163	12	13	1,238	1,562
Dolbeau	3	116	36	.....	684	571	96	68	2	.....	968	1,391
Drummondville	39	152	32	.....	2,022	995	181	105	1	5	2,450	2,460
Farnham	7	42	18	.....	562	376	31	26	2	.....	734	723
Gaspe	.....	50	36	.....	833	678	60	8	.....	.....	1,285	1,505
Granby	77	274	62	.....	1,727	983	298	179	46	1	1,462	1,404
Hull	99	211	79	.....	2,139	1,435	183	110	14	16	2,701	2,811
Joliette	125	263	78	4	2,046	739	340	222	3	36	2,425	2,771
Jonquiere	53	324	44	1	1,692	1,171	562	248	26	99	1,888	1,871
Lachute	7	68	8	.....	682	239	64	52	4	.....	765	700
La Malbaie	7	37	10	.....	1,436	811	38	25	3	.....	2,033	2,910
La Tuque	333	602	151	291	659	512	259	160	2	3	719	711
Levis	115	424	266	.....	2,230	1,243	333	179	16	6	2,691	2,951
Maniwaki	2	19	1	.....	287	186	6	2	3	.....	346	705
Matane	22	136	5	.....	876	963	84	58	.....	1	1,592	2,455
Megantic	24	176	15	.....	767	584	168	155	1	.....	836	964
Mont-Laurier	10	32	14	.....	384	252	33	10	.....	1	477	724
Montmagny	1	393	9	1	1,355	535	415	376	5	.....	1,152	1,304
Montreal	3,989	12,580	5,223	16	35,131	26,749	11,505	6,786	1,295	206	42,383	38,290
New Richmond	201	83	27	.....	928	653	180	160	5	1	1,318	1,440
Port Alfred	5	68	4	11	993	299	52	32	.....	2	1,060	1,284
Quebec	406	1,511	622	.....	11,280	6,548	1,995	676	275	39	13,395	13,303
Rimouski	87	311	84	.....	1,801	1,703	367	300	.....	6	2,891	3,755
Riviere du Loup	19	276	81	.....	2,179	1,281	221	196	.....	.....	3,047	4,111
Roberval	53	21	33	.....	409	353	31	16	.....	.....	557	811
Rouyn	74	210	54	1	1,256	1,029	288	160	21	28	1,632	1,762
Ste. Agathe	44	96	14	24	592	397	95	78	2	.....	758	1,024
Ste. Anne de Bellevue	14	41	14	.....	647	424	38	32	1	.....	975	1,032
Ste. Therese	95	213	88	1	942	649	236	138	9	2	1,188	1,207
St. Georges Est	207	914	414	3	1,456	1,280	976	596	5	8	1,742	2,212
St. Hyacinthe	87	273	103	1	2,577	715	334	219	26	9	1,873	1,896
St. Jean	77	178	86	2	1,077	827	203	118	1	1	1,364	1,352
St. Jerome	22	175	15	12	2,061	820	166	93	41	5	1,384	1,403
St. Joseph d'Alma	21	72	9	4	1,611	1,218	71	66	2	.....	2,257	2,664
Sept Iles	43	174	24	40	401	878	148	142	.....	.....	820	911
Shawinigan Falls	39	351	29	.....	2,728	1,578	377	184	134	18	3,332	4,107
Sherbrooke	106	840	190	5	3,196	2,557	847	451	130	6	3,960	4,045
Sorel	381	391	320	34	1,655	624	366	294	12	.....	1,761	1,899
Thetford Mines	77	266	88	.....	1,030	701	288	232	1	1	1,250	1,280
Three Rivers	76	321	96	.....	5,097	1,880	565	232	27	60	5,883	6,774
Val d'Or	63	239	74	.....	1,160	836	178	136	1	4	1,427	1,519
Valleyfield	39	173	41	.....	1,321	768	190	126	1	4	1,626	1,634
Victoriaville	84	335	138	1	1,199	683	287	191	10	.....	1,481	1,461

Ontario	**8,147**	**28,401**	**8,698**	**314**	**84,880**	**81,238**	**30,891**	**17,768**	**3,069**	**472**	**103,277**	**101,379**
Arnprior	17	95	8	.....	273	218	122	100	1	.....	332	341
Barrie	63	231	67	3	657	813	211	148	8	3	909	1,022
Belleville	55	128	44	.....	764	722	139	89	20	1	1,108	1,343
Bracebridge	11	68	17	.....	574	306	72	59	1	.....	682	745
Brampton	42	96	21	8	220	263	95	76	6	.....	284	312
Brantford	64	268	50	1	1,940	1,497	381	183	27	31	2,397	2,382
Brockville	14	130	19	.....	256	277	144	104	10	13	332	310
Carleton Place	2	13	3	2	289	167	11	9	.....	.....	390	304
Chatham	53	290	70	2	1,286	1,020	362	180	16	2	1,614	1,388
Cobourg	3	170	6	.....	350	361	219	159	6	.....	501	467
Collingwood	8	153	10	2	928	371	155	113	23	16	1,035	947
Cornwall	127	258	31	2	2,540	1,274	414	276	31	11	2,513	2,333
Fort Erie	37	69	19	23	445	187	65	50	.....	.....	497	544
Fort Frances	38	40	10	8	272	220	34	34	.....	.....	338	417
Fort William	61	647	99	61	1,553	1,379	567	440	30	59	1,874	1,954
Galt	91	222	70	.....	389	667	215	154	16	.....	630	559
Gananoque	23	52	3	1	198	172	65	50	8	1	272	247
Goderich	46	40	38	.....	310	243	41	24	.....	.....	451	446
Guelph	69	172	89	.....	459	669	218	102	22	1	722	632
Hamilton	296	1,776	363	3	7,164	5,980	2,208	978	384	1	8,027	8,060
Hawkesbury	19	61	27	.....	836	387	52	20	12	1	1,072	1,120
Ingersoll	14	104	23	.....	327	279	111	72	10	.....	378	358
Kapuskasing	44	195	34	5	530	324	241	178	1	10	391	446
Kenora	9	17	3	.....	413	194	17	14	1	.....	481	564
Kingston	172	536	134	2	764	1,296	711	464	15	2	1,139	1,226
Kirkland Lake	22	142	20	.....	680	619	147	57	31	19	921	1,001
Kitchener—Waterloo	139	477	172	.....	3,047	1,153	557	294	44	1	1,177	1,109
Leamington	13	55	14	.....	567	539	47	33	4	.....	732	613
Lindsay	22	63	45	.....	346	290	61	26	4	1	484	391
Listowel	19	20	16	.....	244	165	33	12	.....	.....	329	358
London	445	1,398	522	1	3,612	3,264	1,543	704	254	1	2,946	2,904
Midland	26	220	42	.....	1,200	543	249	192	5	1	1,380	1,264
Napanee	2	16	3	.....	423	304	24	9	5	.....	629	645
New Toronto	96	453	59	18	923	1,700	495	317	3	5	1,319	1,341
Niagara Falls	46	416	43	8	887	1,169	450	324	26	2	1,234	1,184
North Bay	29	657	49	.....	1,122	1,282	714	440	148	2	1,250	1,345
Orillia	15	138	11	.....	682	463	173	117	15	.....	767	809
Oshawa	267	1,342	234	2	2,090	3,264	1,482	1,158	81	1	2,556	2,085
Ottawa	858	1,382	861	6	2,733	3,344	1,306	638	222	18	3,644	3,904
Owen Sound	43	189	35	.....	1,402	699	327	145	11	1	1,518	1,506
Parry Sound	.....	44	1	.....	369	219	50	43	.....	6	425	435
Pembroke	78	324	74	6	673	787	305	148	91	1	876	1,009
Perth	23	57	25	2	345	202	61	39	8	1	456	490
Peterborough	41	218	33	.....	1,597	1,327	299	197	.....	1	2,078	2,025
Picton	6	62	13	1	403	225	78	50	1	1	505	513
Port Arthur	290	546	28	20	2,285	1,985	835	690	18	55	2,472	2,869
Port Colborne	37	24	5	.....	540	326	65	26	15	.....	666	634
Prescott	52	180	43	34	294	522	134	119	2	.....	477	412
Renfrew	5	173	13	.....	340	300	171	165	.....	2	380	330
St. Catharines	81	582	135	7	1,875	1,772	753	384	37	7	2,371	2,166
St. Thomas	52	176	33	.....	603	510	233	153	23	.....	642	627
Sarnia	48	200	52	.....	1,209	970	292	148	32	.....	1,510	1,635
Sault Ste. Marie	84	316	122	3	870	854	350	188	24	.....	1,202	1,117
Simcoe	16	150	23	.....	580	442	188	105	10	.....	756	801
Sioux Lookout	1	87	4	.....	129	131	80	67	3	.....	140	222
Smiths Falls	10	107	12	.....	343	267	105	53	45	4	407	433
Stratford	83	130	75	.....	685	503	215	83	29	1	743	713

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1953; LIVE APPLICATIONS AT FEBRUARY 26, 1953

—	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Feb. 26, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded.												
Sturgeon Falls	38	121	41	1	913	302	123	90	23	.....	803	876
Sudbury	85	545	97	.....	2,014	2,185	627	296	94	16	3,000	2,973
Timmins	30	490	57	11	1,121	1,000	558	313	68	15	1,305	1,521
Toronto	3,076	8,650	3,670	10	16,251	20,806	8,207	4,341	851	127	22,746	21,382
Trenton	69	107	52	4	716	782	131	79	7	.....	915	855
Walkerton	12	60	20	.....	354	278	83	39	1	3	474	563
Wallaceburg	7	124	6	.....	601	443	143	112	7	3	665	619
Welland	31	250	31	8	1,219	1,198	353	184	44	8	1,477	1,401
Weston	312	454	368	49	430	632	302	215	.....	15	622	586
Windsor	127	1,270	224	.....	4,096	3,860	1,486	799	130	2	5,529	4,927
Woodstock	33	155	57	.....	330	326	186	100	2	.....	350	319
Manitoba	**1,855**	**5,172**	**2,003**	**20**	**17,245**	**15,171**	**5,900**	**1,921**	**1,666**	**32**	**21,612**	**19,726**
Brandon	199	368	215	3	1,133	1,070	289	180	38	1	1,574	1,637
Dauphin	5	43	11	.....	674	447	40	27	9	.....	882	896
Flin Flon	45	87	53	2	128	204	75	38	13	1	177	144
Portage la Prairie	24	108	42	1	656	611	97	42	17	.....	985	971
The Pas	11	49	21	12	95	84	30	14	.....	.....	122	98
Winnipeg	1,571	4,517	1,661	2	14,559	12,755	5,369	1,620	1,589	30	17,872	15,980
Saskatchewan	**1,172**	**2,469**	**962**	**11**	**8,755**	**9,314**	**3,129**	**1,238**	**481**	**12**	**12,293**	**11,932**
Estevan	16	81	21	.....	220	171	103	69	2	2	256	263
Moose Jaw	95	236	94	2	977	1,026	266	157	32	.....	1,327	1,322
North Battleford	68	81	65	.....	590	385	82	50	8	.....	817	892
Prince Albert	30	144	26	3	1,114	801	168	100	27	.....	1,409	1,450
Regina	271	1,018	292	2	2,068	2,340	1,006	481	229	4	2,911	2,639
Saskatoon	161	616	208	.....	2,081	3,170	1,235	246	148	6	3,049	2,843
Swift Current	69	60	64	.....	470	405	58	34	4	.....	735	708
Teachers' Office (Prov. of Saskatchewan)	392	16	83	.....	6	6	6	5	.....	.....	1	3
Weyburn	36	78	36	4	229	242	80	46	16	.....	330	309
Yorkton	34	139	73	.....	1,000	768	125	50	15	.....	1,458	1,503
Alberta	**1,933**	**6,597**	**2,847**	**159**	**11,750**	**16,690**	**6,750**	**3,037**	**851**	**215**	**18,650**	**16,918**
Blairmore	67	17	50	5	291	277	18	18	.....	.....	429	427
Calgary	601	2,109	674	2	3,552	5,394	2,267	1,061	437	28	5,397	5,087
Drumheller	13	58	10	11	194	191	51	44	.....	.....	301	461
Edmonton	849	3,499	1,702	32	5,009	8,328	3,663	1,443	388	171	8,763	7,166
Edson	107	318	123	51	150	395	292	223	.....	.....	157	170
Lethbridge	178	301	176	.....	1,675	1,193	195	125	18	16	2,368	2,260
Medicine Hat	30	131	40	2	519	455	188	75	3	.....	674	738
Red Deer	42	123	31	40	322	406	74	46	5	.....	492	546
Yellowknife	46	41	41	16	38	51	2	2	.....	.....	69	63

British Columbia	1,252	6,448	1,405	69	50,763	31,899	7,713	4,305	741	33	61,834	55,192
Chilliwack	16	109	19	.....	1,865	991	145	80	15	1	2,368	1,969
Courtenay	32	138	31	2	1,414	774	137	123	5	1	1,758	1,629
Cranbrook	12	44	11	.....	540	403	56	33	1	.....	760	760
Dawson Creek	5	147	10	.....	155	245	138	131	.....	.....	230	244
Duncan	15	189	15	.....	957	1,002	215	167	8	1	1,327	807
Kamloops	23	172	15	.....	543	671	167	159	.....	.....	910	913
Kelowna	3	263	49	1	1,262	627	267	118	86	1	1,442	1,361
Mission City	4	33	3	.....	1,151	838	47	33	.....	3	1,692	1,325
Nanaimo	9	205	17	1	1,711	1,241	220	186	3	2	2,416	1,583
Nelson	23	78	15	.....	1,429	662	69	50	6	.....	1,730	1,655
New Westminster	29	340	28	1	5,938	3,642	392	279	46	2	6,995	6,560
Penticton	.....	63	28	.....	1,348	501	55	30	5	.....	1,574	1,426
Port Alberni	1	56	5	.....	635	509	52	45	1	.....	611	506
Prince George	92	625	84	9	888	1,327	658	603	4	4	985	1,029
Prince Rupert	14	154	11	4	1,132	698	153	125	.....	.....	1,550	1,297
Princeton	.....	21	9	.....	280	161	15	10	1	.....	391	381
Trail	21	241	24	.....	731	656	248	197	8	.....	949	899
Vancouver	699	2,699	776	18	24,487	16,555	3,729	1,385	444	14	28,711	25,599
Vernon	16	95	15	.....	1,225	814	103	62	22	.....	1,709	1,715
Victoria	211	650	209	2	2,851	2,410	765	403	86	4	3,408	3,184
Whitehorse	24	126	31	31	211	234	86	77	.....	.....	312	350
Canada	24,529	79,103	26,896	1,220	323,398	280,951	84,866	46,296	9,538	1,417	405,664	403,683
Males	12,300	45,094	13,718	1,134	260,822	134,730	48,677	29,189	4,182	1,267	329,507	331,618
Females	12,229	34,009	13,178	86	62,576	66,221	36,223	17,110	5,656	150	76,157	72,065

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 January	194,730	66,221	260,951	34,629	22,916	57,545

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of January, 1953		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland	3,467	3,723	121,501	406,001
Prince Edward Island	1,587	1,179	39,090	114,020
Nova Scotia	10,730	7,418	266,659	815,460
New Brunswick	10,988	7,728	274,047	850,230
Quebec	73,997	52,161	1,936,095	5,931,137
Ontario	62,795	42,691	1,477,346	4,557,493
Manitoba	12,759	9,165	284,349	856,691
Saskatchewan	8,021	5,028	158,784	493,965
Alberta	10,383	7,902	225,662	721,552
British Columbia	36,604	26,278	845,348	2,755,754
Total, Canada, January, 1953	231,331	163,273	5,628,881	17,502,303
Total, Canada, December, 1952	164,159	120,101	3,586,600	10,926,557
Total, Canada, January, 1952	216,882	154,294	5,036,971	13,433,917

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF JANUARY 31, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
January 31, 1953							
Newfoundland	11,653	3,841	1,010	2,189	3,003	991	619
Male	11,277	3,744	976	2,111	2,905	962	579
Female	376	97	34	78	98	29	40
Prince Edward Island	2,768	421	246	709	887	301	204
Male	2,415	362	207	632	795	271	148
Female	353	59	39	77	92	30	56
Nova Scotia	19,217	4,530	2,121	3,655	4,707	2,046	2,158
Male	17,017	4,075	1,876	3,222	4,329	1,795	1,720
Female	2,200	455	245	433	378	251	438
New Brunswick	20,557	3,484	2,233	4,011	5,551	3,140	2,138
Male	17,578	2,989	1,858	3,421	4,914	2,745	1,651
Female	2,979	495	375	590	637	395	487
Quebec	123,703	25,441	15,020	22,270	32,660	14,705	13,607
Male	102,759	21,396	12,669	18,979	28,409	12,168	9,138
Female	20,944	4,045	2,351	3,291	4,251	2,537	4,469
Ontario	94,596	22,252	11,910	18,052	21,279	9,186	11,917
Male	74,922	17,434	9,302	14,744	17,795	7,306	8,341
Female	19,674	4,818	2,608	3,308	3,484	1,880	3,576
Manitoba	18,727	3,481	1,779	3,626	5,063	2,333	2,445
Male	14,474	2,454	1,342	2,705	4,294	1,968	1,711
Female	4,253	1,027	437	921	769	365	734
Saskatchewan	10,885	1,913	1,092	2,273	3,564	1,366	677
Male	9,350	1,548	925	1,882	3,284	1,242	469
Female	1,535	365	167	391	280	124	208
Alberta	18,849	6,755	2,297	3,407	3,782	1,434	1,174
Male	16,651	6,095	2,028	2,984	3,451	1,234	859
Female	2,198	660	269	423	331	200	315
British Columbia	55,383	10,854	6,056	10,313	15,352	6,735	6,073
Male	46,313	9,277	5,079	8,375	13,566	5,430	4,586
Female	9,070	1,577	977	1,938	1,786	1,305	1,487
TOTAL	376,338	82,972	43,764	70,505	95,848	42,237	41,012
MALE	312,756	69,374	36,262	59,055	83,742	35,121	29,202
FEMALE	63,582	13,598	7,502	11,450	12,106	7,116	11,810

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	7,794	6,768	1,026	5,655	3,625	2,030	4,034
Prince Edward Island	1,666	1,410	256	1,739	1,177	562	373
Nova Scotia	11,766	8,570	3,196	11,205	7,866	3,339	3,876
New Brunswick	11,756	9,289	2,467	12,211	8,220	3,991	3,748
Quebec	67,792	51,771	16,021	73,337	52,470	20,867	21,362
Ontario	60,927	45,535	15,392	65,465	46,786	18,679	11,018
Manitoba	10,877	8,548	2,329	11,528	8,029	3,499	1,526
Saskatchewan	6,552	5,519	1,033	7,166	4,380	2,786	1,051
Alberta	11,486	8,369	3,117	11,367	8,021	3,346	2,884
British Columbia	32,639	23,393	9,246	35,219	24,914	10,305	6,234
Total Canada, January, 1953	223,255*	169,172	54,083	234,892†	165,488	69,404	56,106
Total Canada, December, 1952	215,848	146,897	68,951	183,435	142,793	40,642	67,743
Total Canada, January, 1953	212,293	162,834	49,459	226,771	165,759	61,012	48,201

* In addition, revised claims received numbered 24,312. † In addition, 23,098 revised claims were disposed of. Of these, 1,864 were special requests not granted, and 1,225 were appeals by claimants. There were 3,432 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January 1953	Month of December, 1952	Month of January, 1952
Claims Disallowed—			
Regular	53,331	26,050	45,842
Supplementary	15,978	7,710	13,857
Claimants Disqualified—*			
Not unemployed	.....	.....	5,746
Disqualification—total	9,766	7,017	.....
6 days or less	5,181	3,879	.....
7 days or more	4,585	3,138	.....
Not capable of and not available for work	1,949	1,515	1,410
Loss of work due to a labour dispute	250	497	2,929
Refused offer of work and neglected opportunity to work	953	846	841
Discharged for misconduct	809	862	853
Voluntarily left employment without just cause	5,870	6,088	5,200
Failure to fulfil additional conditions imposed upon certain married women	1,074	842	1,165
Other reasons †	2,635	1,752	1,739
Total	92,615	53,179	79,582

* Claimants disqualified January, 1953, include 5,483 on revised and 1,750 on supplementary benefit claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants*
1951—December	3,170,000	3,016,300	153,700
1952—January	3,183,000	2,935,900	247,100†
February	3,195,000	2,876,500	318,500†
March	3,191,000	2,874,600	316,400†
April	3,195,000	2,874,700	320,300†
May	3,086,000	2,867,900	218,100
June	3,089,000	2,945,500	143,500
July	3,108,000	2,985,300	122,700
August	3,147,000	3,034,400	112,600
September	3,169,000	3,067,000	102,000
October	3,186,000	3,093,400	92,600
November	3,205,000	3,093,500	111,500
December	3,268,000	3,106,100	161,900

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 28, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)					Benefit Payments			
	Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81		269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 29	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
April	12,671,440 30	2,535,285 65	3,119 00	1,700,036 07	16,909,881 02	13,699,136 68	768,835 65	14,467,972 33	780,641,260 12
May	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,351,221 12	787,420,554 60
June	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	6,721,861 74	797,731,417 37
July	12,102,340 86	2,420,736 67	3,824 03	1,837,809 53	16,363,471 09	6,288,648 31	cr. 839 30	6,287,809 01	807,807,079 45
August	12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232,755 55	cr. 385 50	6,232,370 05	818,608,928 67
Sept	12,688,942 12	2,536,678 64	2,281 80	1,839,166 36	17,067,068 92	5,703,681 21	cr. 114 70	5,703,566 51	829,972,431 08
Oct	13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	18,299,448 49	5,700,984 92	16 10	5,701,001 02	842,570,878 55
Nov	13,980,533 54	2,796,355 55	2,947 50	1,945,303 58	18,725,140 17	5,425,185 50	cr. 1,041 60	6,427,143 90	854,868,874 82
Dec	13,522,009 15	2,703,029 66	2,053 70	2,038,098 99	18,265,191 50	10,918,642 07	cr. 823 10	10,917,818 97	862,216,247 35
Jan	12,453,781 44	2,492,788 10	1,268 36	2,045,202 17	16,993,040 07	17,496,031 37	932,318 74	18,428,350 11	860,780,937 31
Feb	*13,435,589 58	2,687,719 99	1,722 00	1,843,130 97	17,968,162 54	18,499,458 87	2,090,371 96	20,589,830 83	858,159,269 02
SUB-TOTAL	142,664,367 15	28,534,311 15	33,817 09	20,556,367 79	191,788,863 18	108,025,295 19	3,803,650 40	111,828,945 59	858,159,269 02
TOTAL	1,070,082,806 36	†215,852,552 28	143,357 58	117,223,515 48	1,403,302,231 70	528,956,405 32	16,156,494 35	545,142,962 68	858,159,269 02

*Stamps $6,450,476.72 Meter $1,705,627.00 Bulk $5,140,509.49 Arm. Ser. $95,907.53 Sp. Force $13,768.26 Reg. Force $29,359.88 Total $13,435,589.58.
†Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date $1,828,863.85 Government contributions suspended—April, 1952.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	1,390	643	747	512	5,949	13,356
Prince Edward Island	503	363	140	305	3,864	7,497
Nova Scotia	2,828	1,991	837	1,777	22,676	46,431
New Brunswick	3,516	2,252	1,264	1,779	22,117	44,238
Quebec	16,331	11,127	5,204	9,475	131,068	267,862
Ontario	14,546	10,108	4,438	10,037	132,222	285,334
Manitoba	2,790	1,746	1,044	2,317	30,859	66,960
Saskatchewan	1,825	1,029	796	1,048	12,700	27,500
Alberta	2,218	1,265	953	1,411	17,543	39,590
British Columbia	7,225	4,928	2,297	4,765	59,177	133,575
Total, January, 1953	53,172*	35,452	17,720	33,426†	438,175	932,343
Total, January, 1952	45,270*	29,671	14,917	23,002	268,983	543,507

* There were, in addition, 399 renewal claims in January, 1953, and 372 in January, 1952.
† Includes 76 renewal claims.

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	18·6	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	22·6	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	34·4	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	53·8	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	59·8	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1950									
January	59·7	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	60·3	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	62·4	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	62·7	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	62·7	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	64·1	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	66·2	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	67·2	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	68·5	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	69·3	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	69·3	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	69·7	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	71·1	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	73·8	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	78·3	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	80·4	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	80·6	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	82·6	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	86·1	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	87·4	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	88·3	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	88·9	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	89·7	191·2	250·2	144·8	150·8	214·6	199·9	144·9	223·0
December	89·6	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	90·0	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	89·3	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	87·6	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	87·2	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	85·2	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	85·8	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	86·5	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	86·1	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	85·0	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	83·5	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	83·3	184·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	82·7	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4
1953									
January	82·9	184·4	226·2	150·2	153·9	205·3	196·0	148·9	208·6
February	83·4	184·9	227·4	150·5	154·3	205·2	191·1	149·0	209·2
March	82·7	184·2	225·7	150·7	154·4	205·5	196·3	147·9	208·0

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO FEBRUARY 1953

(1949 = 100·0)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	151·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1953

(Aug. 1939 = 100·0)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings Services	Miscellaneous
	Feb. 1, 1952	Jan. 2, 1953	Feb. 2, 1953						
St. John's, Nfld.(1)	103·7	102·4	102·3	100·8	106·8	106·8	102·2	101·6	100·7
Halifax	178·2	173·5	173·9	218·4	128·2	154·5	220·0	187·2	140·1
Saint John	187·5	180·7	180·8	220·0	128·2	151·5	226·7	189·7	152·1
Montreal	197·1	189·7	190·5	244·1	152·3	147·8	193·6	202·0	144·2
Toronto	186·0	181·3	181·5	215·4	159·2	178·5	205·0	189·6	147·6
Winnipeg	183·4	176·5	177·2	228·1	136·7	134·0	201·2	197·9	141·0
Saskatoon	187·1	181·8	182·1	234·3	133·6	160·4	215·9	202·9	134·3
Edmonton	183·2	175·6	175·7	230·0	127·6	121·3	213·9	189·1	141·4
Vancouver	192·5	188·2	187·5	234·6	137·2	176·9	216·5	195·1	152·9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Feb. 1950	Feb. 1951	Feb. 1952	Jan. 1953	Feb. 1953	Price Feb. 1953
Beef, sirloin steak	lb.	120·7	154·8	255·9	331·8	376·7	301·1	305·1	84·4
Beef, round steak	lb.	125·7	167·9	285·2	369·4	420·5	334·0	339·1	79·6
Beef, blade	lb.	132·7	162·3	306·7	414·1	480·8	360·8	364·6	58·1
Beef, stewing, boneless	lb.	136·7	168·3	345·4	471·2	559·1	420·7	424·4	57·4
Lamb, leg roast	lb.	109·9	152·8	258·8	299·7	359·6	277·8	285·5	81·7
Pork, fresh loin, centre cut	lb.	125·3	143·8	224·4	250·5	232·4	238·9	253·5	67·9
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	233·5	285·8	274·3	262·2	267·5	59·3
Bacon, side, fancy, rind-off	¼ lb.	132·3	142·5	222·5	215·5	209·4	181·0	184·3	33·8
Lard, pure	lb.	151·3	159·6	192·8	267·5	218·1	158·2	159·1	17·3
Shortening, vegetable	lb.	134·7	137·5	212·5	250·7	239·0	204·2	202·1	28·8
Eggs, Grade "A", Large, carton	doz.	156·4	181·3	150·4	179·8	169·2	184·6	179·8	56·2
Milk	qt.	111·0	95·4	166·1	175·2	190·8	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	239·9	237·0	268·6	248·7	249·5	68·1
Cheese, plain, mild, ½ lb.	pkg.	174·6	165·4	226·0	237·9	262·5	262·5	262·5	54·8
Bread, plain, white, wrapped, sliced	lb.	106·5	106·3	165·1	180·8	191·8	191·8	191·8	12·5
Flour, all purpose	lb.	127·3	124·2	221·2	224·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz.	pkg.	101·1	103·0	163·0	172·8	192·1	195·4	195·4	18·9
Tomatoes, canned, 2½'s	tin	129·9	137·7	180·2	200·9	285·5	260·7	259·8	27·4
Peas, 20 oz.	tin	117·5	121·7	146·6	150·1	167·3	172·8	173·6	21·8
Corn, Cream, choice, 20 oz.	tin	128·3	132·7	175·0	175·7	191·1	188·2	186·4	20·1
Onions, cooking	lb.	108·2	126·5	175·4	120·9	209·6	184·0	189·8	9·8
Potatoes, No. I, table	10 lbs	85·9	149·4	153·2	128·9	270·6	241·0	233·5	53·2
Prunes, pkg.	lb.	115·8	120·2	198·2	247·2	247·7	233·8	234·7	27·6
Raisins, seedless, bulk or in bag	lb.	101·0	108·6	129·2	146·7	175·2	166·5	166·5	24·8
Oranges, California	doz.	132·5	154·3	159·7	154·3	148·9	138·0	131·4	36·0
Jam, Strawberry, 16 oz.	jar	111·3	115·1	145·5	163·8	167·7	155·9	155·3	26·1
Peaches, 15 oz.	tin	101·5	106·1	140·6	148·8	155·3	149·3	148·6	22·0
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	144·8	191·7	202·7	174·2	172·6	10·8
Coffee, medium quality, in bag	lb.	141·6	131·7	256·1	302·8	314·7	308·6	308·3	105·5
Tea, black, ½ lb.	pkg.	145·2	131·6	177·2	182·3	186·8	185·8	178·2	52·0

* Descriptions and Units of Sale Apply to February 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	103·8	.....	a 68·8	a 52·0	63·0	78·7	72·4	e 33·8	58·2
P.E.I.—									
2—Charlottetown	85·0	77·8	a 60·8	a 54·6	49·8	73·2	58·2	30·6	44·8
Nova Scotia—									
3—Halifax	94·2	83·5	a 57·8	57·6	56·2	75·1	c 52·4	36·2	54·3
4—Sydney	84·7	76·5	60·5	61·2	56·0	71·2	53·8	34·4	50·6
New Brunswick									
5—Moncton	82·6	76·4	56·8	50·8	49·7	72·5	52·1	36·3	49·3
6—Saint John	83·4	78·2	a 60·0	58·8	54·4	74·5	52·5	35·9	47·5
Quebec—									
7—Chicoutimi	101·7	99·0	64·8	53·8	53·0	58·2	52·7	34·8	47·8
8—Hull	78·7	77·6	55·3	54·4	45·5	63·4	47·7	29·3	51·0
9—Montreal	96·3	92·4	a 55·4	56·9	48·7	68·1	50·6	32·0	55·6
10—Quebec	96·4	91·7	a 49·7	49·3	51·1	56·6	45·3	29·3	51·7
11—Sherbrooke	86·6	84·4	a 59·8	59·5	47·3	64·2	52·7	31·2	47·2
12—Sorel	90·1	85·3	a 60·0	52·2	53·0	62·8	48·6	32·6	55·0
13—Three Rivers	96·0	86·5	52·0	48·4	44·1	63·3	49·9	33·0	56·9
Ontario—									
14—Brantford	79·1	75·6	59·7	56·9	49·9	71·0	45·3	34·6	48·4
15—Cornwall	74·7	72·6	51·0	53·6	40·9	67·7	51·0	31·5	51·4
16—Fort William	83·8	80·8	a 59·8	a 61·6	54·4	64·4	.....	34·4	59·0
17—Hamilton	84·7	80·9	58·9	59·1	50·6	73·7	45·8	35·0	51·5
18—Kirkland Lake	79·8	77·2	a 59·3	55·2	50·8	66·5	d 55·2	35·3	55·3
19—London	82·6	80·2	56·3	56·6	51·0	71·2	43·2	33·9	52·8
20—North Bay	72·5	72·5	a 54·6	51·7	48·0	68·3	42·0	33·4	51·2
21—Oshawa	77·2	76·3	54·6	54·3	47·5	65·4	40·6	34·0	48·1
22—Ottawa	83·2	79·6	58·2	57·7	46·3	70·7	d 49·1	32·4	50·3
23—Sault Ste. Marie	81·6	80·2	a 58·6	62·1	52·9	68·2	51·7	33·5	53·8
24—Sudbury	75·9	74·4	a 54·6	53·2	45·2	62·7	d 53·5	30·6	50·0
25—Toronto	85·1	80·7	59·0	58·8	48·0	70·8	41·1	33·7	48·4
26—Windsor	77·4	73·6	a 55·0	58·9	49·1	68·8	d 49·1	34·5	55·3
Manitoba—									
27—Winnipeg	81·9	76·3	57·5	55·8	50·9	63·7	d 52·4	34·5	50·9
Saskatchewan—									
28—Regina	79·8	75·7	a 57·5	59·1	49·2	63·5	51·6	33·6	52·3
29—Saskatoon	77·8	75·4	a 53·4	60·8	48·2	59·3	d 50·1	34·0	51·0
Alberta—									
30—Calgary	82·2	76·0	67·1	60·0	46·2	63·4	d 53·2	35·3	54·2
31—Edmonton	75·8	72·2	a 52·8	57·2	49·8	58·8	45·6	36·5	47·7
British Columbia—									
32—Prince Rupert	89·0	84·5	60·0	66·5	56·0	72·0	58·5	39·5	65·0
33—Trail	96·2	91·5	a 71·1	72·0	.....	73·5	63·3	38·8	62·3
34—Vancouver	94·3	85·4	66·4	65·5	56·9	72·8	d 57·0	37·5	57·3
35—Victoria	96·8	89·3	66·5	67·2	61·5	71·8	55·1	37·2	56·2

FOODS AND COAL BY CITIES, FEBRUARY, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain, white wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·6	12·0	20·7	11·9	62·2	f 76·4	h 32·0	78·9
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·1	11·2	53·0	52·4	17·0	70·4
Nova Scotia—									
3—Halifax	72·9	8·2	12·8	18·4	9·6	50·0	g 56·8	20·5	72·0
4—Sydney	74·8	8·4	14·0	19·2	10·9	50·2	g 64·1	22·0	73·6
New Brunswick—									
5—Moncton	.....	8·1	12·0	18·3	10·4	50·0	g 59·2	20·0	70·5
6—Saint John	74·3	8·0	12·7	18·7	10·1	48·9	g 61·5	21·0	71·5
Quebec—									
7—Chicoutimi	101·0	8·1	15·2	19·0	10·9	53·4	g 60·0	20·0	64·4
8—Hull	.....	7·2	12·0	17·2	10·3	47·2	58·9	22·0	65·7
9—Montreal	86·0	7·5	12·0	17·4	9·4	50·7	58·8	20·0	65·1
10—Quebec	86·6	7·2	12·0	18·2	9·9	51·5	57·7	20·0	67·0
11—Sherbrooke	87·0	7·7	12·4	18·3	9·7	49·1	g 59·1	20·0	64·9
12—Sorel	88·5	7·5	12·0	17·7	10·0	46·8	g 54·4	19·0	65·8
13—Three Rivers	.....	7·4	11·3	17·4	10·5	49·8	g 58·9	19·0	64·3
Ontario—									
14—Brantford	79·4	7·7	12·0	17·5	9·9	45·2	54·8	21·0	67·0
15—Cornwall	.....	7·3	12·0	18·0	10·3	48·0	55·8	19·0	67·3
16—Fort William	.....	7·2	13·3	18·8	11·4	54·4	g 56·0	23·0	66·5
17—Hamilton	88·3	7·8	12·0	17·4	10·2	46·8	g 57·2	22·0	68·2
18—Kirkland Lake	89·3	8·0	11·3	18·9	11·3	51·0	58·6	25·0	69·0
19—London	88·3	7·5	12·0	17·4	10·2	46·5	g 51·8	21·0	67·2
20—North Bay	80·2	7·9	12·7	19·5	11·3	50·8	g 58·8	22·0	68·6
21—Oshawa	.....	7·6	12·0	17·1	10·0	46·8	56·8	21·0	67·2
22—Ottawa	79·5	7·6	12·0	17·7	10·4	49·6	58·5	21·8	66·9
23—Sault Ste. Marie	85·7	7·8	13·3	18·9	11·1	49·1	59·8	23·0	69·5
24—Sudbury	76·7	8·0	12·7	18·3	11·0	48·2	57·9	23·0	68·8
25—Toronto	84·4	7·6	12·0	17·3	10·0	45·8	g 55·1	22·0	67·6
26—Windsor	80·4	7·6	12·0	17·8	10·8	48·6	g 56·1	22·0	68·2
Manitoba—									
27—Winnipeg	79·4	7·1	14·0	17·8	12·9	t 66·2	g 50·9	20·0	65·7
Saskatchewan—									
28—Regina	73·1	7·2	12·8	18·8	13·0	t 64·8	48·0	20·0	64·9
29—Saskatoon	.....	7·0	12·0	17·6	14·0	t 62·4	g 48·0	20·0	66·0
Alberta—									
30—Calgary	83·5	7·2	12·8	18·1	12·3	t 59·4	g 49·4	21·0	66·9
31—Edmonton	72·5	7·2	12·0	17·7	12·1	t 62·5	g 47·9	20·0	68·8
British Columbia—									
32—Prince Rupert	92·0	8·0	15·0	18·7	11·5	t 62·2	g 59·1	31·0	70·5
33—Trail	92·8	7·5	16·0	18·4	12·1	t 64·9	59·5	25·0	68·9
34—Vancouver	82·2	7·3	14·9	17·8	10·1	t 58·3	g 55·1	21·8	69·5
35—Victoria	90·2	7·5	14·9	17·9	10·5	t 58·8	g 59·6	24·0	70·0

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
St. John's	36·2	34·2	.....	34·2	.....	16·3	s 50·8	32·6	24·1	24·7	45·3
P.E.I.—											
2—Charlottetown	37·3	.....	19·5	29·5	28·2	18·4	21·9	29·0	22·4	22·0	38·1
Nova Scotia—											
3—Halifax	35·5	39·6	19·3	27·8	24·7	16·7	22·4	28·4	23·0	21·7	35·7
4—Sydney	37·0	36·2	17·5	28·5	26·7	17·7	23·1	29·8	22·5	21·7	40·2
New Brunswick—											
5—Moncton	34·8	38·3	19·7	28·7	26·7	15·5	22·3	28·8	22·8	19·6	37·8
6—Saint John	36·3	38·9	19·7	28·7	26·5	16·3	21·2	28·0	22·9	20·1	37·8
Quebec—											
7—Chicoutimi	36·9	.....	19·1	34·3	27·5	18·4	.....	27·4	22·3	20·7	37·8
8—Hull	33·1	.....	16·6	28·4	26·2	14·9	20·2	25·9	19·7	18·2	32·4
9—Montreal	34·7	.....	17·4	28·4	26·2	15·7	20·5	23·2	21·1	19·9	33·3
10—Quebec	34·8	.....	18·6	28·7	26·7	16·0	20·3	25·8	21·7	19·1	34·5
11—Sherbrooke	35·0	.....	18·0	30·2	25·2	15·8	21·0	24·2	22·7	20·7	37·2
12—Sorel	32·7	.....	17·2	29·4	27·0	15·4	22·6	25·3	18·6	18·8	37·8
13—Three Rivers	34·3	.....	17·5	28·4	26·4	17·1	24·0	24·5	21·5	20·7	35·1
Ontario—											
14—Brantford	33·5	38·8	17·6	28·2	24·4	16·2	21·3	26·3	20·3	18·2	33·6
15—Cornwall	34·5	38·2	18·0	28·7	26·9	15·5	20·2	25·1	19·7	19·5	32·7
16—Fort William	36·2	39·1	15·5	27·4	26·1	16·3	20·9	28·0	21·5	19·7	39·6
17—Hamilton	34·1	39·3	18·1	28·5	25·1	16·0	21·1	25·8	20·5	18·5	36·3
18—Kirkland Lake	35·0	38·6	19·1	29·2	26·8	18·9	22·6	26·2	.....	20·7	37·5
19—London	33·5	39·0	18·8	28·8	26·8	16·2	19·7	25·2	21·2	18·4	31·5
20—North Bay	36·0	38·7	18·5	28·4	31·8	16·2	.....	25·8	22·6	19·5	35·1
21—Oshawa	32·8	39·6	18·4	27·0	.....	15·1	21·2	25·6	20·6	17·3	34·8
22—Ottawa	34·5	38·9	17·7	28·2	26·1	15·6	21·4	24·6	21·9	18·0	32·4
23—Sault Ste. Marie	35·7	38·5	18·2	29·2	26·7	16·7	.....	27·2	21·8	18·8	33·3
24—Sudbury	34·2	37·8	18·4	27·6	27·5	16·4	.....	27·0	21·0	19·1	33·3
25—Toronto	33·2	39·2	17·7	27·2	24·0	15·4	20·3	25·3	20·6	17·6	31·8
26—Windsor	35·1	39·0	18·6	29·2	26·2	16·0	20·7	24·9	18·9	17·5	35·7
Manitoba—											
27—Winnipeg	35·1	40·0	14·9	28·7	25·2	16·1	22·4	28·9	22·2	19·9	39·9
Saskatchewan—											
28—Regina	36·1	40·5	13·9	30·8	25·0	17·5	24·2	30·9	22·6	22·1	38·4
29—Saskatoon	34·8	40·6	12·9	29·2	24·9	17·9	23·4	30·3	23·2	21·8	41·7
Alberta—											
30—Calgary	33·6	39·4	13·0	29·8	25·2	16·5	25·6	32·4	21·6	23·1	35·7
31—Edmonton	35·1	40·5	13·6	30·3	24·7	17·9	24·1	30·9	22·5	23·0	38·4
British Columbia—											
32—Prince Rupert	37·2	39·4	14·6	30·8	27·5	18·8	23·9	32·9	m 20·8	m 20·8	39·3
33—Trail	36·0	38·8	16·3	32·7	26·0	19·8	26·1	33·2	m 21·0	m 22·1	38·4
34—Vancouver	35·6	39·7	16·3	27·1	24·1	16·5	24·2	29·9	m 19·6	m 18·6	35·1
35—Victoria	36·0	38·4	16·7	27·4	23·4	17·0	21·5	29·6	m 19·2	m 18·4	31·2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including

Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—					k	w	v		
1—St. John's	32·3	66·5	11·1	32·9	26·3	61·6	124·1	.....	23.04
P.E.I.—					n		v		
2—Charlottetown	24·0	44·1	10·0	26·7	26·6	46·4	115·5	.....	17.25
Nova Scotia—									
3—Halifax	21·3	48·5	8·6	27·8	24·8	45·8	112·1	.....	19.31
					n				
4—Sydney	25·6	51·3	8·9	28·9	26·6	46·7	117·8	.....	13.35
New Brunswick—					n				
5—Moncton	21·9	46·3	9·7	26·1	25·0	48·0	108·5	.....	18.75
					n		v		
6—Saint John	21·9	46·7	9·2	27·7	27·1	47·8	113·7	.....	20.60
Quebec—					n		v		
7—Chicoutimi	18·8	53·5	12·7	28·0	27·8	56·8	113·0	29.50	.....
8—Hull	18·8	49·0	10·0	26·3	24·4	52·5	111·1	28.50	.....
					n				
9—Montreal	17·9	47·4	10·3	28·5	25·1	54·0	106·0	29.36	.....
					n				
10—Quebec	17·7	46·4	10·3	27·5	25·5	54·9	109·3	28.88	.....
					n				
11—Sherbrooke	18·2	46·2	9·6	28·7	24·7	56·1	109·3	28.25	.....
					n				
12—Sorel	17·6	52·2	12·4	26·7	22·4	53·1	109·0	26.83	.....
							v		
13—Three Rivers	18·3	48·7	10·4	27·1	24·3	54·8	109·0	27.80	.....
Ontario—					n				
14—Brantford	18·7	55·1	8·6	29·2	23·3	51·7	102·2	27.50	.....
15—Cornwall	18·7	48·2	9·5	27·4	23·7	54·1	107·9	29.75	.....
					n				
16—Fort William	20·3	63·0	9·9	24·8	25·2	52·0	103·8	26.32	.....
17—Hamilton	19·1	50·4	8·8	28·9	23·0	54·1	104·2	26.56	.....
18—Kirkland Lake	19·8	60·6	11·8	28·2	27·0	56·2	99·2	33.38	.....
19—London	19·0	50·7	9·3	27·8	22·8	52·5	103·3	26.75	.....
					n				
20—North Bay	20·3	55·2	8·8	.....	22·5	53·7	116·0	29.75	.....
					n				
21—Oshawa	19·3	47·3	8·7	26·6	23·0	54·7	102·2	27.75	.....
					n				
22—Ottawa	19·1	50·2	10·6	27·8	25·8	52·9	104·4	28.50	.....
23—Sault Ste. Marie	19·6	60·7	9·3	28·6	24·2	54·7	103·7	25.50	.....
					n				
24—Sudbury	19·1	56·8	9·8	25·3	25·3	52·8	101.5	29·25	.....
					n				
25—Toronto	18·8	53·8	8·6	27·8	24·4	52·3	101·2	25.12	.....
					n				
26—Windsor	19·1	54·2	8·5	29·8	24·4	52·1	104·4	26.00	.....
Manitoba—					n				
27—Winnipeg	19·7	55·1	11·1	28·2	26·2	48·9	100·1	.....	20.95
Saskatchewan—									
28—Regina	22·4	43·2	11·6	25·5	27·4	50·2	102·0	.....	18.30
29—Saskatoon	22·3	56·4	12·0	27·5	26·6	47·1	97·6	.....	17.71
Alberta—					n				
30—Calgary	23·7	50·0	11·4	26·1	25·2	49·8	99·2	.....	.....
					n				
31—Edmonton	23·2	49·3	11·4	28·6	25·5	50·1	104·5	.....	8·25
British Columbia—									
32—Prince Rupert	25·5	65·6	10·6	27·0	26·2	52·2	100·3	.....	22.90
					n				
33—Trail	25·0	52·6	9·8	26·8	26·4	52·2	98·0	.....	19.25
					n				
34—Vancouver	20·3	59·2	9·8	25·5	23·5	48·7	96·7	.....	20.41
35—Victoria	20·9	58·1	10·3	27·2	24·3	47·8	100·8	.....	22.00

cuts with bone in. (c) Including cuts with hock-on. (d), Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 17·5c per 16 oz. tin. (k) California. (m) 15 oz. tin. (n) Mixed—California and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 *(e)*	June-Aug. 1939	1938	1936-39 =1000	1stquarter 1949=1000
	(a)	*(b)*		*(b)*	*(l)*				*(c)*			*(d)*	
1922	120·4	119·7	.....	*(i)* 183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	*(i)* 172	185	.....	.....	.....	162	125	106·3	*(f)*	.....
1929	121·7	122·5	.....	*(i)* 164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	*(i)* 140	151	*(q)*	.....	*(k)*	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	*(i)* 158	178	108	.....	107·5	138	*(m)* 103	99·9	1029	748
1940	105·6	100·2	100·7	*(i)* 184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	*(i)* 199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	*(n)* 125·7	199·1	*(i)* 201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	*(n)* 128·6	213·5	*(i)* 203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	*(n)* 139·5	266·7	*(i)* 203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	*(n)* 159·6	300·3	*(i)* 203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	*(n)* 171·9	318·9	*(j)* 108	*(p)* 99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	*(n)* 170·2	336·0	*(j)* 111	*(p)* 100	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	*(n)* 171·9	356·2	*(j)* 114	*(p)* 101	1945	4849	177·7	*(e)* 159·1	293	159·3	1669	1066
1951	184·5	185·6	401·0	*(j)* 124	*(p)* 109	*(s)* 130·1	5320	207·5	*(e)* 166·7	319	171·0	1906	1183
1952—January	191·5	189·1	440·4	*(j)* 132	.....	145·9	*(k)* 5399	217·7	170·5	331	181·6	.....	.....
February	190·8	187·9	444·9	*(o)* 100·1	114	148·5	5459	218·5	170·8	329	181·9	.....	.....
March	189·1	188·0	448·8	100·6	.....	148·1	*(k)* 5475	220·3	170·8	*(k)* 326	182·1	2366	1253
April	188·7	188·7	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	186·7	189·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	187·3	189·6	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	188·0	190·8	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	187·6	191·1	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	186·5 *(s)* 116·1	190·8	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	185·0 *(s)* 116·0	190·9	.....	103·9	.....	144·9	5626	*(k)* 224·3	171·1	298	191·1	.....	.....
November	184·8 *(s)* 116·1	191·1	.....	103·8	123	144·4	5631	224·2	171·2	298	191·4	.....	.....
December	184·2 *(s)* 115·8	190·7	.....	104·5	.....	145·4	.....	.....	171·0	.....	190·6	.....	.....
1953—January	184·4 *(s)* 115·7	*(t)* 114·1	.....	.....	.....	145·6	.....	.....	.....	.....	189·5	.....	.....
February	184·9 *(s)* 115·5	*(t)* 113·9	.....	.....	.....	146·0	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* New series, August 1939 = 100, beginning January 1950. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* June. *(i)* Years 1914-47 on base July 1914 = 100. 1947 average is for first half of year. *(j)* Series on June, 1947 base. *(k)* Revised index. *(l)* Annual averages 1926-46 are on base July, 1914 = 100. *(m)* Average June-December. *(n)* Adjusted series. *(o)* New series on January 15, 1952 base. *(p)* Average of quarterly indexes. *(q)* Annual averages 1938-1950 are on base 1938 = 100. *(s)* New series on base 1949 = 100. *(t)* New series on base 1947-49 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1950	1951	Jan. 1952	Dec. 1952	Jan. 1953
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	211·2	240·2	236·8	221·2	221·5
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	202·0	218·6	220·2	202·7	202·0
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	251·3	297·7	282·2	237·4	239·3
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	246·7	295·9	266·4	241·4	240·3
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	258·3	295·5	294·6	291·2	291·1
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	183·6	208·7	218·6	221·4	221·5
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	159·5	180·6	180·9	167·7	169·6
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	164·8	169·8	173·8	174·9	175·3
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	157·8	187·3	188·8	176·1	177·0
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	212·8	237·9	233·3	210·1	209·4
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	211·0	242·4	239·7	228·1	229·0
*General Building Materials	76·2	125·9	112·6	89·1	102·0	249·9	289·8	289·3	288·7	289·3
Residential Building Materials	.....	.....	112·4	89·0	102·3	242·7	286·2	287·9	283·8	283·7
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	236·7	268·6	271·5	222·3	219·9
Field	.....	.....	137·2	69·3	83·7	191·9	200·4	224·8	176·4	173·4
Animal	.....	.....	144·4	69·2	101·5	281·4	336·9	318·2	268·3	266·4

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1952 and 1953 are subject to revision.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
Cumulative totals	25		4,584		54,827	0·03
1952						
January	13‡	13	5,374‡	5,374	71,145	0·09
February	12	22	12,394	13,048	47,603	0·06
Cumulative totals	25		17,768		118,748	0·07

*Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February, 1953				
MINING—				
Copper refiners, Montreal, P.Q.	1	200	4,000	Commenced July 14, 1952; for a union agreement; unterminated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Rayon factory workers, Louiseville, P.Q.	1	460	2,000	Commenced March 10, 1952; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; terminated by February 9; replacement and partial return of workers; in favour of employer.
Clothing and hosiery factory workers, Montreal, P.Q.	2	490	9,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; unterminated.
Miscellaneous Wood Products—				
Wood furniture factory workers, Durham, Ont.	1	60	800	Commenced July 21, 1952; for a union agreement providing for increased wages, union security, two week's vacations with pay and pay for seven statutory holidays following reference to conciliation board; terminated by February 18; replacement and partial return of workers; in favour of employer.
Metal Products—				
Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; work resumed at one establishment January 30; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Fort William, Ont.	1	28	250	Commenced December 17; 1952; for a new agreement providing for increased wages retroactive to Apr. 1, 1952; unterminated.
TRADE—				
Coal handlers, Montreal, P.Q.	1	24	310	Commenced January 8; *re* number of men required on conveyor belt following reference to arbitration board; terminated February 16; return of workers; in favour of employer.
SERVICE—				
Business and Personal—				
Valet service store workers, Oshawa, Ont.	1	6	40	Commenced January 28; for a union agreement providing for increased wages; terminated by February 11; replacement and return of workers; in favour of employer.
Strikes and Lockouts Commencing During February, 1953				
MINING—				
Coal miners, New Waterford, N.S.	1	1,200	1,200	Commenced February 3; dispute *re* long wall working conditions following breakdown of conveyor belt; terminated February 4; return of workers pending reference to umpire; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1953—*Continued*				
Coal miners, Thorburn, N.S.	1	190	380	Commenced February 22; protesting dismissal of seven miners for violating safety rule in riding coal trip; terminated February 24; return of workers pending negotiations; indefinite.
Iron ore miners, Bell Island, Nfld.	1	452	452	Commenced February 26; protest against temporary shift of workers to jobs in other classifications; terminated February 26; negotiations; in favour of employer.
Coal miners, loaders, New Waterford, N.S.	1	30	50	Commenced February 26; protesting low pressure on conveyor belt; unterminated.
MANUFACTURING—				
Metal Products—				
Machinery factory workers, Toronto, Ont.	1	187	1,000	Commenced February 20; alleged violation of seniority in transfer of workers to lower-rated jobs; terminated February 27; return of workers pending reference to arbitration; indefinite.
Machinists and moulders, Vancouver, B.C.	1	59	250	Commenced February 23; for a new agreement providing for increased wages and payment of one-half premium for medical service plan following reference to conciliation board; unterminated.
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway—				
Truck drivers, Windsor, Ont.	1	21	75	Commenced February 9; dispute *re* interpretation of certain clauses in agreement; terminated February 12; conciliation; compromise.
Miscellaneous—				
Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	2,750	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; unterminated.
TRADE—				
Laboratory supplies warehousemen, Vancouver, B.C.	1	6	9	Commenced February 16; for a union agreement providing for increased wages and date of agreement following reference to conciliation board; terminated February 17; negotiations; compromise.
SERVICE—				
Business and Personal—				
Garage workers, Saint John, N.B.	1	22	396	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; unterminated.
Garage workers, Courtenay, B.C.	1	6	15	Commenced February 12; for a union agreement; terminated February 14; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

MAY 15, 1953

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

THE highlight of the manpower picture during April was the rapid seasonal expansion of employment in agriculture, construction, shipping and allied industries. There was also a slower but steady growth of employment in manufacturing as that sector of the economy continued to expand in response to growing consumer demand, defence expenditures and general resource development. As a result, employment levels increased noticeably during the month, particularly in the rural districts.

By the first of May only about 41 per cent of all paid workers were in the labour surplus areas, compared with 67 per cent the previous month, and 61 per cent in May of 1952. At the same time, there was a marked increase in the number of persons in the economy working full time. This resulted both from fuller utilization of those already in the labour force and from the usual seasonal additions to the labour force itself. Hiring activity was strongest in the Ontario and Prairie regions, with labour surpluses continuing, although diminished, in most other parts of Canada.

The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that, for the week ending April 18, 1953, there were 5,241,000 persons in the civilian labour force, an increase of 49,000 from the figure reported for the week ending March 21. Of this total 4,645,000 were at work for 35 hours or more during the week, an increase of 111,000 from March 21; 296,000 were at work for fewer than 35 hours, a decrease of 29,000; 135,000 had jobs but were not at work, a decrease of 26,000; and 165,000 were without jobs and seeking work, a decrease of 7,000.

Of the 296,000 persons working fewer than 35 hours during the week, about 192,000 were reported as usually working part-time. Of the remaining 104,000, about 24,000 were employed on a short-time basis, approximately 7,000 fewer than in March; some 22,000 were absent because of bad weather, 25,000 because of illness (15,000 fewer than in March) and the remainder were not working full time for various reasons

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including temporary lay-offs, vacations or industrial disputes.

Of the 135,000 persons estimated to have jobs but not working at all during the survey week, illness (62,000) was the most important reason for their absence from work. Another 27,000 persons were laid off for the full week, about 12,000 fewer than in the previous month; and 18,000 were away because of vacations.

It was estimated that 165,000 persons were without jobs and seeking work during the survey week. Another 11,000 worked during part of the week but were also actively seeking other work, making a total of 176,000 persons actively seeking work during the week ending April 18, 1953. This is about 8,000 lower than the total for the week ending March 21.

Supplementary information with respect to regional patterns is available from data on registrations for employment collected at local National Employment Service Offices. Between March 19 and April 16, applications on file decreased by 35,500 to a total of 372,000, about the same as that at April 17, 1952.

While the number of applications fell in all regions, the most decisive drop occurred in Ontario, where the number decreased by 13,800 during the month. The Ontario regional total at April 16 (78,600) was also some 23,200 lower than at the comparable date in 1952. All other regions had a higher number of applications on file than a year earlier, but the decline in Ontario was enough to offset the higher year-to-year totals elsewhere.

In Eastern Canada, the Atlantic region, with 59,600 applications on file at April 16, showed a decrease of 1,000 over the month, while the Quebec region (142,700) showed a decrease of 7,100. In Western Canada, the Prairie region (48,600) showed a decrease of 6,700 from March 19 and the Pacific region (43,000), a drop of 7,000.

While employment expansion at this time of the year is largely a seasonal phenomenon, a comparison with 1952 points up the stronger economic situation prevailing this spring. Employment in manufacturing at March 1 was more than six per cent above last year's levels and year-to-year gains of more than five per cent also occurred in the trade and service industries. Labour requirements for the production of defence materials and resource development have been greater this year but a major influence has been the marked increase in consumer demand. In the first quarter of 1953, for example, retail sales were eight per cent higher in value than in 1952 and one component, motor vehicle sales, was up by 20 per cent. Residential construction was also much higher this spring, the number of housing starts being 64 per cent greater than last year. This higher year-to-year demand for consumer goods and housing provided an additional stimulus for continuing high levels of production and employment.

Current Labour Trends Chart this month appears on page 792.

Labour—Management Relations

LABOUR-MANAGEMENT negotiations and conciliation procedures involving important sectors of Canadian industry were in progress during early May. A few significant settlements were reached, notably in the pulp and paper industry and for certain groups of civic employees. In general, the wage level has continued to rise this year, but at a lower rate of increase than in 1952. Meanwhile, the gradual decline in the consumer price index over the same period indicates a steady improvement in the purchasing power of wages of Canadian workers. The improved economic position of the worker has taken place against an industrial background that has included an increase in employment of some three per cent and in production of some nine per cent over the past year.

Wage trends. At March 1, 1953, average weekly earnings in non-agricultural industries reached a record level of $57.47. This represented a rise over a 12-month period of 6½ per cent, compared with an increase of 12 per cent during the previous year.

The Labour Department's annual survey of wage rate changes in 800 representative establishments between October and April shows fewer wage increases this year than last year. The largest proportion of the increases that occurred ranged between 5 and 10 cents an hour, whereas last year, a higher proportion of the wage increases were of more than 10 cents. The accompanying table shows the pattern of wage changes in the six months ending April 1, 1953, compared with the corresponding period a year earlier.

Wage Rate Changes in 800 Establishments

Distribution of Establishments According to Amount of Wage Adjustment

Amount of Change per Hour	Per Cent of Establishments	
	Six Months Ending	
	April 1, 1952	April 1, 1953
Decrease		
Less than 5 cents	0.0	7.9
No Change	41.5	55.2
Increase		
0— 4.9 cents	18.2	7.0
5— 9.9 cents	18.9	20.2
10—14.9 cents	11.4	7.5
15 cents and over	10.0	2.2
	100.0	100.0

The fact that no wage change occurred in many establishments can be attributed in part to the tendency in Canadian industry generally for wage adjustments to be made during the summer rather than the winter months, that is, outside the period covered by the survey. Some of the wage adjustments that occurred during the survey period were the result of 'deferred' increases provided for in agreements signed at an earlier date. Decreases in wages this year were largely the result of the application of cost-of-living wage adjustment formulas, just as last year some of the smaller wage increases were the result of such 'escalator' adjustments.

The survey indicates a rise in the wage rate index of 1.6 per cent during the six months preceding April 1, 1953. This compares with an average rise of 5.6 per cent over the previous six months (April to October, 1952) and a gain of 2.9 per cent over the six-month period October, 1951, to April, 1952. An upward movement of wage levels oc-

cured in all six major industrial groups, as shown in the table on page 644 although in no case did the increase average more than two per cent.

Indexes of Wage Rates for Six Major Industrial Groups

(1939=100)

Industry	October* 1951	April** 1952	October* 1952	April** 1953	Per Cent Increase Oct./52–Apr./53
Logging	246.2	251.3	293.8	294.5	0.2
Mining	220.4	232.5	238.7	239.2	0.2
Manufacturing	261.6	266.2	278.7	284.3	2.0
Construction	217.2	219.0	235.1	237.5	1.0
Transportation and Communication	212.4	218.7	234.2	237.1	1.2
Service (Laundries)	222.0	237.2	239.6	241.6	0.8
General Average	243.6	249.4	263.3	267.5	1.6

* Annual survey of approximately 15,000 establishments.

** Sample survey of 800 establishments.

Current Bargaining. During April, collective bargaining became general between pulp and paper manufacturers in eastern Canada and unions representing their employees. Two settlements have been reached. The bulk of the employees are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and the International Brotherhood of Paper Makers (AFL-TLC). These unions, together with other AFL-TLC unions representing small groups of tradesmen such as electricians, machinists, etc., join together in bargaining with groups of manufacturers.

An agreement covering approximately 7,000 employees was reached between the unions and a group of firms in Quebec and Ontario manufacturing fine grades of paper. The agreement provides for a 40-hour work week and a 10-per-cent wage increase effective October 1, 1953. An increase of 3 cents an hour will apply from May 1 but will disappear when the 40-hour week and 10-per-cent increase come into effect in October.

The Canadian International Paper Company, operating mills in New Brunswick, Quebec and Ontario, has agreed to an interim settlement with the unions. This interim agreement involves the adoption of a 40-hour week and a 2½-per-cent wage increase as of May 1, 1953. Another conference between the parties will be held in June to review conditions. Approximately 5,000 employees are affected.

Negotiations during April between the same unions and the Ontario newsprint and pulp group of nine companies operating 21 mills and employing about 15,000 workers failed to produce a settlement. Reference was then made to the conciliation services of the Ontario Government. However, a special committee of international union officers and management representatives will meet again in June to try to reach a settlement without the intervention of a third party. The unions are seeking a 5-per-cent increase in wages and a fourth week of vacation

after 25 years of service. The companies proposed a 3-per-cent reduction in wage rates.

A group of three Quebec newsprint and pulp manufacturers, Anglo-Canadian Pulp and Paper Mills Limited at Quebec, St. Lawrence Corporation at Three Rivers and Dolbeau, and the James McLaren Company at Masson, have offered the unions a standard minimum wage schedule for paper makers on the same base rates as in Ontario, and a 2½-per-cent increase for all other workers. The unions have rejected the offer of the companies and both parties have agreed to defer negotiations until some time in June.

Settlements have not yet been reported between the National Federation of Pulp and Paper Workers, Inc., (CCCL) and two Quebec companies, Consolidated Paper Corporation and Price Brothers and Company. Conciliation board reports were issued in these disputes in February.

Conciliation is in process in the dispute between 160 West Coast logging and lumbering operators, represented by Forest Industrial Relations Ltd., and the International Woodworkers of America (CIO-CCL) representing some 32,000 employees. Union demands include a wage increase, union shop and certain fringe items.

In the municipal field, salary increases and reductions in hours of work were denied by three arbitration boards dealing with Montreal policemen, firemen and civic office employees. The boards recommended integration of part of the present cost-of-living bonus into salaries. A conciliation board has recommended a 6-cent-an-hour increase for 3,000 B.C. Electric Co. employees in Vancouver, New Westminster and Victoria. The Street Railwaymen's Union (AFL-TLC), which had requested a 23-cent increase, has not accepted the recommendation. Also in urban transportation, the dispute between the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL), representing 4,000 employees, has been submitted to arbitration.

In water transportation, on the West Coast a conciliation board report has been rejected by the Seafarers' International Union (AFL-TLC) and a strike has been authorized by a membership vote. Another conciliation board has been formed to hear the dispute between the same union and four of the Great Lakes shipping operators. No settlement has been reached, yet, between this union and the Shipping Federation of Canada, Inc., representing deep sea dry cargo operators on the East Coast.

As was reported last month, the United Steelworkers of America are negotiating with several large gold and base metal mines in Northern Ontario and Quebec. Several conciliation hearings are now in progress. The International Union of Mine, Mill and Smelter Workers (Independent) is bargaining for 16,000 employees of International Nickel Company of Canada at Sudbury and Port Colborne. A wage increase and welfare benefits are apparently the main objectives of the union. A conciliation officer has been appointed in the dispute between Consolidated Mining and Smelting Company, Trail and Kimberley, and the same union.

A conciliation board dealing with differences between District 18

of the United Mine Workers of America (CCL) and the Western Canada Coal Operators' Association has recommended no change in wages and that contributions to the miners' welfare fund be increased by five cents per ton of mined coal to a total of 20 cents a ton.

Negotiations in the building trades for several cities throughout the country are in the process of conciliation or arbitration. The United Brotherhood of Carpenters and Joiners of America (AFL-TLC) and the General Contractors' Association have negotiated an agreement covering 45 firms and 3,000 carpenters in the lower B.C. mainland, raising wages by 7 cents to $2.17 an hour. In Hamilton, carpenters received a 10-cent-an-hour increase, in Quebec service trades received 5 cents an hour and in Toronto, the wages of painters were raised 5 cents this year, with a further 5 cents to be added over the next two years.

With the assistance of a federal conciliation officer, the Polymer Corporation Limited, Sarnia, Ont., reached an agreement in April with Local 14, United Gas, Coke and Chemical Workers of America, affecting about 1,600 employees. The settlement included wage increases ranging from 7 to 13 cents per hour and other minor concessions.

Two decisions of interest regarding bargaining rights were announced recently. The Textile Workers' Union of America (CIO-CCL) has been certified at the Drummondville plant of Canadian Celanese Limited, where approximately 4,000 workers are employed. The Ontario Labour Relations Board has dismissed the application of the International Union of Electrical Radio and Machine Workers (CIO-CCL) seeking certification for employees at the Peterborough plant of Canadian General Electric Co. Ltd.

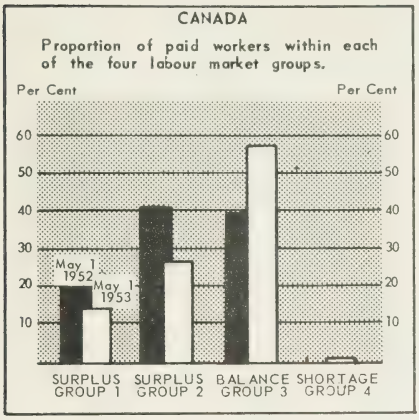
Strikes and Lockouts. There was comparatively little strike activity during the past month. The strike of the grain elevator workers which tied up grain shipments on the West Coast for 80 days was settled early in May. Final settlement was for 7½ cents an hour.

Labour Organization. The Labour Department finds that union membership in Canada, as shown below, has now reached almost 1,220,000.

	Number of Branches		Membership	
	Jan. 1, 1953	Jan. 1, 1952	Jan. 1, 1953	Jan. 1, 1952
Trades and Labor Congress of Canada	3,318	3,169	558,722	522,965
Canadian Congress of Labour	1,414	1,337	352,538	330,778
Confédération des Travailleurs Catholiques du Canada, Inc.	451	457	104,486	89,013
American Federation of Labor only (1)	61	61	10,524	9,555
Congress of Industrial Organizations only (2)	9	8	3,000	2,000
Unaffiliated international railway brotherhoods	389	387	41,751	41,385
Other unaffiliated international unions	87	90	61,935	62,592
Other unaffiliated associations, unions and groups	506	543	86,758	87,833
Totals	6,235	6,052	1,219,714	1,146,121

(1) Unions affiliated with the American Federation of Labor but not with the Trades and Labor Congress of Canada. (2) Unions affiliated with the Congress of Industrial Organizations but not with the Canadian Congress of Labour.

Manpower Situation in Local Areas



THE accelerating pace of employment expansion during April caused a rapid reduction of labour surpluses throughout the country. At May 1, fairly substantial labour surpluses (Group 1) existed in 25 areas, compared with 36 at the beginning of April. The number of areas with moderate labour surpluses (Group 2) decreased from 49 to 42 during the month. These changes were accompanied by a corresponding increase of 17 areas in which the labour market was in approximate balance and the development of labour shortages in one area.

A comparison of the current situation with that of last year, as indicated in the accompanying chart and table, shows that more areas had balanced labour markets this year than last. Since most of the additional areas are the more heavily populated ones, the number of workers living in balanced labour markets is considerably greater than last year. Thus, the number of approximately balanced labour markets increased from 43 to 47 over the year while the percentage of paid workers in these areas rose from 39 to 58. Similarly, the percentage decrease in the number of paid workers in surplus areas was far greater than the decline in the number of these areas.

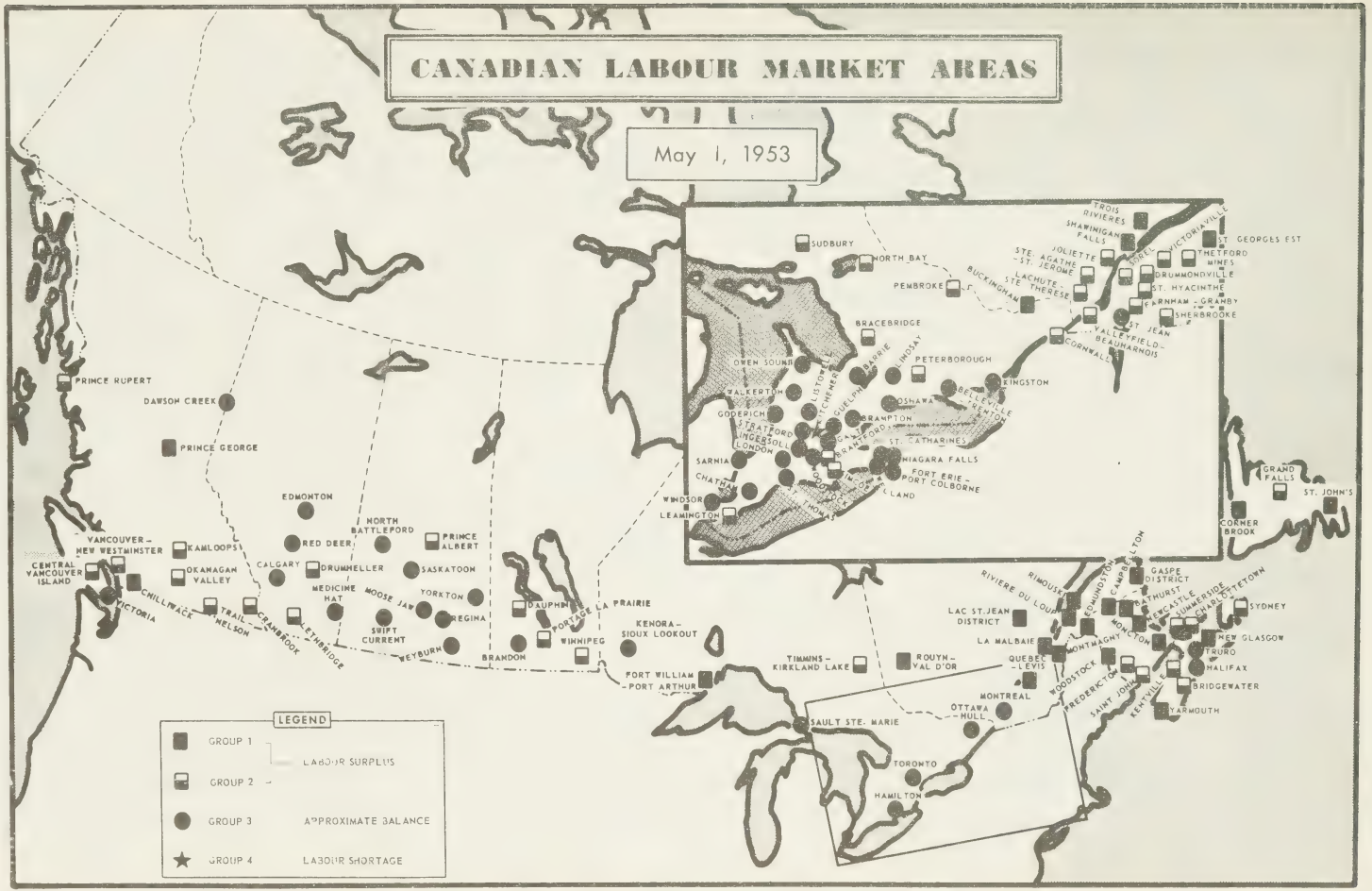
In evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements through the year in Canada. Each year, from December to March, labour surpluses develop in a large number of areas. These surpluses decline sharply during the spring months and shortages often occur during the summer and early fall.

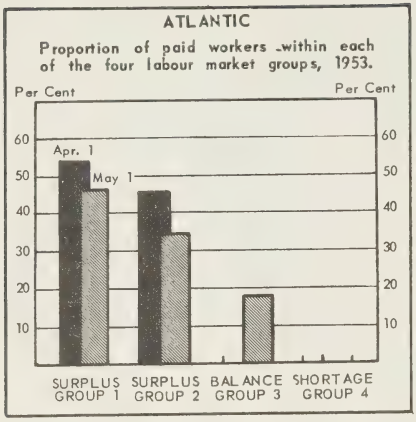
Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	May 1 1953	May 1 1952	**May 1 1953**	May 1 1952	**May 1 1953**	May 1 1952	**May 1 1953**	May 1 1952
Metropolitan	**2**	3	**2**	3	**6**	4	**–**	–
Major Industrial	**8**	6	**11**	17	**11**	8	**1**	–
Major Agricultural	**1**	2	**6**	5	**10**	10	**–**	–
Minor	**14**	16	**23**	20	**20**	21	**–**	–
Total	**25**	27	**42**	45	**47**	43	**1**	–

*See inside back cover, *Labour Gazette.*

CLASSIFICATION OF LABOUR MARKET AREAS, MAY 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's	Vancouver – New Westminster Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural industry)	Corner Brook Fort William – Port Arthur Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Trois Rivières	Brantford Cornwall Farnham – Granby Peterborough Saint John Sherbrooke St. Hyacinthe Sudbury Sydney Timmins – Kirkland Lake Valleyfield – Beauharnois	Guelph Halifax Kingston London Niagara Falls Oshawa Sarnia St. Catharines Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Rivière du Loup	Charlottetown Joliette Kentville Lethbridge Prince Albert Thetford Mines	Barrie Brandon Chatham, Ont. Moose Jaw North Battleford Red Deer Regina Saskatoon Swift Current Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Buckingham Campbellton Chilliwack Edmundston Gaspé La Malbaie Montmagny Newcastle Prince George Rimouski St. Georges Est Yarmouth Woodstock, N.B.	Bracebridge Bridgewater Central Vancouver Island Cranbrook Dauphin Drumheller Drummondville Fredericton Grand Falls Kamloops Lachute – Ste. Thérèse Leamington North Bay Okanagan Valley Pembroke Portage la Prairie Prince Rupert Simcoe Ste. Agathe – St. Jérome Sorel Summerside Trail – Nelson Victoriaville	Belleville – Trenton Brampton Dawson Creek Fort Erie – Port Colborne Galt Goderich Ingersoll Kenora – Sioux Lookout Lindsay Listowel Medicine Hat Owen Sound Sault Ste. Marie St. Jean Stratford St. Thomas Truro Walkerton Weyburn Woodstock, Ont.	


CANADIAN LABOUR MARKET AREAS
May 1, 1953
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
CALGARY
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
DRUMHELLER
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
KENORA – SIOUX LOOKOUT
FORT WILLIAM – PORT ARTHUR
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
SAULT STE. MARIE
OTTAWA – HULL
MONTREAL
QUEBEC – LEVIS
TORONTO
HAMILTON
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
WALKERTON
GODERICH
SARNIA
CHATHAM
WINDSOR – LEAMINGTON
PETERBOROUGH
BARRIE
ORILLIA
GUELPH
KITCHENER
STRATFORD
INGERSOLL
LONDON
BRANTFORD
BRAMPTON
OSHAWA
BELLEVILLE – TRENTON
KINGSTON
ST. CATHARINES
NIAGARA FALLS
FORT ERIE – PORT COLBORNE
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
BUCKINGHAM
VICTORIAVILLE
THETFORD MINES
ST. GEORGES EST
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY
SHERBROOKE
ST. JEAN
VALLEYFIELD – BEAUHARNOIS
CORNWALL
RIMOUSKI
RIVIERE DU LOUP
DOMINION
CAMPBELLTON
GASPE DISTRICT
BATHURST
NEWCASTLE – SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
LAC ST. JEAN DISTRICT
LA MALBAIE
MONTMAGNY
MONCTON
WOODSTOCK
FREDERICTON
SAINT JOHN
KENTVILLE
GRAND FALLS
ST. JOHN'S
CORNER BROOK
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



THE seasonal downward trend in activity in the Atlantic region continued during the early part of April. This development was reflected by a drop in the number of full-time workers from 393,000 to 393,000, in the four weeks ending April 18, and an increase of 9,000 in the number of workers employed less than full-time. At the same time, the labour force was increased by seasonal additions, mainly of female cannery workers. During the latter part of April, however, increased activity in fishing, saw-milling, construction and on the river drive increased labour demand in most areas.

Total employment in the region was lower during the first quarter of 1953 than during the same period last year. Logging employment in New Brunswick, for example, decreased by over 50 per cent and reduced winter wood-cutting curtailed labour requirements for the river drive. Employment reductions such as this were partly offset by year-to-year increases in shipbuilding, saw-milling and canning.

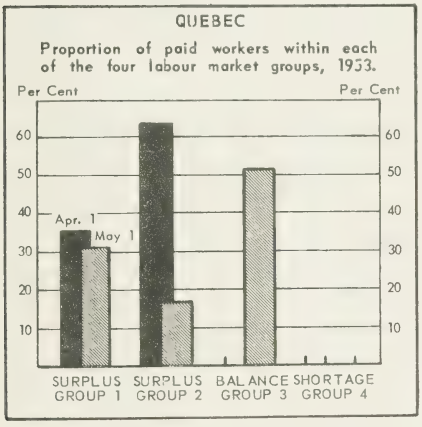
Labour surpluses still existed in most labour market areas in the Atlantic region at the beginning of May, although excessive labour supplies were less pronounced than at the beginning of April. Of the 20 areas in the region, ten were in the Group 1 and eight in the Group 2 surplus categories, and two areas, Halifax and Truro, were in the balanced category. This compares with 13 areas in the Group 1 category, seven in the Group 2 category and none in the balanced category, at the beginning of April. The proportion of paid workers within each Group is illustrated in the accompanying chart.

Metropolitan and Major Industrial Areas. A surplus of labour continued in St. John's, Nfld., since the spring season was not far enough advanced by the end of April to stimulate any appreciable increase in employment. Logging employment declined again during the month, as it did in March, and waterfront activity was temporarily curtailed by heavy ice along the coast. Labour requirements will increase considerably in the coming months, however, as shipping, construction, sea-fishing and canneries increase activity.

Increased hirings in the manufacturing and construction industries reduced the labour surplus in Halifax during April, bringing its labour market into approximate balance. Fish-processing plants and shipbuilding yards were particularly active, the latter showing a year-to-year increase of 12 per cent. Labour supplies increased temporarily in Saint John, following the seasonal decline in water and rail transportation activities, but the labour surplus did not increase sufficiently to change the area from the Group 2 category where it stood in the previous month.

Major Agricultural and Minor Areas. The return of sawmill workers, truck drivers and construction workers to regular jobs during April resulted in bringing Truro from a labour surplus to the balanced category. Bridgewater, Charlottetown and Summerside were the only remaining areas that showed changed labour markets during the month. These moved from the Group 1 to the Group 2 surplus category as spring farming operations were resumed.

QUEBEC



THE usual seasonal expansion in employment was in progress in Quebec during April. The initial increase occurred somewhat later than in other parts of the country but, by the end of the month, labour surpluses were dwindling rapidly. The number of full-time workers rose from 1,306,000 to 1,346,000 in the four-week period ending April 18, while the number of those employed less than full-time decreased from 70,000 to 62,000. Employment levels continued to exceed those of last year, largely because of the strength of manufacturing industries.

Employment expansion in April resulted principally from resumption of activities in construction, the opening of navigation and the beginning of spring work on farms. In addition, sawmill activity expanded and hiring increased in logging as preparations were made for the river drive.

At May 1, most paid workers were in areas where the labour market situation was balanced, whereas at April 1, most paid workers had been in areas with moderate labour surpluses (Group 2), as shown in the accompanying chart. During April, the proportion of paid workers in areas classified in Group 1 decreased from 36 to 31 per cent. The majority of the areas in the region still reported labour surpluses during the month and at May 1, 12 were in the Group 1 and 11 in the Group 2 categories. Two areas, however, Montreal and St. Jean, moved into the balanced category and the combined number of workers in these areas outweighed that in the other areas.

Metropolitan Areas. The Montreal labour market moved into balance during April, as activity was resumed in the water transportation and construction industries. The steady year-to-year increase in building permits issued in Montreal continued and construction tradesmen seeking work were about a third fewer in number than at the same time last year. Little change occurred in employment in manufacturing, which was about six per cent above the level of the previous year.

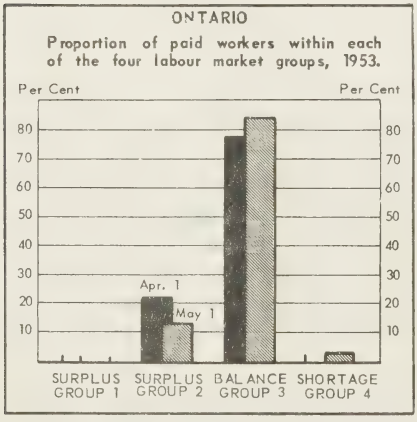
Labour surpluses in Quebec City, although still substantial, began to decrease during April. Surpluses were still large among construction

workers although they decreased slightly during the month. Manufacturing employment during the month remained stable at a level slightly higher than last year.

Major Industrial Areas. No change occurred in the classification of these areas during the month but surpluses were gradually being reduced. The four areas in the Eastern Townships remained in the Group 2 category. Textile employment in these areas was steady at only slightly higher levels than last year. A number of textile plants were working short-time. Construction work was, however, rapidly increasing in these areas. Labour surpluses in Three Rivers, Shawinigan Falls, Lac St. Jean district and Rouyn–Val d'Or were beginning to decline from the high level reached during the winter. All four areas remained in the Group 1 category.

Major Agricultural and Minor Areas. Many men who had been unemployed since the completion of the logging cut were returning to work in agriculture, water transport, sawmilling and construction. The number of areas falling into Group 1 decreased from twelve to seven during the month, while that of areas in Group 2 increased from three to seven. One area, St. Jean, moved into the balanced category during the month. Most of the seasonal employment expansion in these areas, however, will not take place until weather and ground conditions improve in northern areas. At that time, a large number of men will be employed at various development sites. Two of the largest, the Bersimis hydro-electric power site and the Sept Iles iron ore development, are expected to employ many of the workers currently available.

ONTARIO



SEASONAL employment increases during April and early May centred in the construction, agriculture, water transportation and fishing industries. By mid-April, the number of persons working full time reached 1,683,000, an increase of 33,000 from the previous month. Part of this resulted from seasonal additions to the labour force and part from the more regular employment of those already in the labour force.

Although construction, particularly residential and business, was considerably higher than a year ago, local labour supplies were adequate in most areas. Movement of agricultural labour into the construction and manufacturing industries caused some shortages of experienced farm help. The arrival of more than 300 German immigrants in April helped to relieve this situation. In southern Ontario areas, continuing high levels of employment in manufacturing, together with the seasonally expanding industries, absorbed most available labour. By the beginning of May, the only existing labour

surpluses were in some of the northern areas, where logging and sawmilling operations were at a standstill.

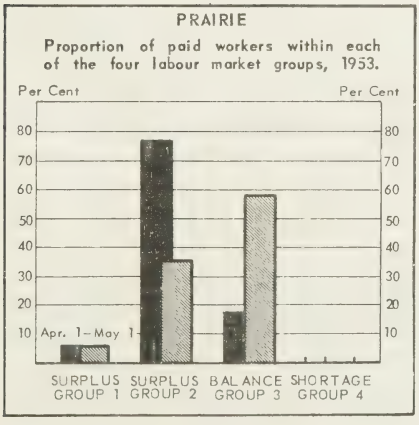
During April, labour markets in Ontario continued to move towards a balanced situation. Six areas moved from surplus to balance and a shortage developed in one. Thus, by the first of May, 28 areas had approximately balanced labour markets, ten had some labour surplus and one had a tight labour market. About 84 per cent of the paid workers were in balanced labour market areas, compared with 69 per cent a year earlier and 78 per cent the previous month.

Metropolitan Areas. Although the three metropolitan areas of Toronto, Hamilton and Ottawa–Hull remained in the balanced labour market category, labour demand strengthened in all three centres during April. Nearly all available construction workers in Toronto and Ottawa were employed. There was still, however, a slight surplus of carpenters and unskilled construction workers in Hamilton. Engineers were scarce in all three areas but immigrants from the United Kingdom were gradually filling many of the vacancies.

Major Industrial Areas. Employment levels increased in all the major industrial areas of Ontario during April. Heightened activity in fishing, agriculture and lake shipping brought Sarnia and Welland into the balanced category while increased employment in automobile manufacturing together with growing construction and farming activity absorbed most of the surplus labour in Oshawa. The continuing high level of manufacturing employment and the increasing demands for farm and construction workers in Kitchener brought the area into the shortage category. Some labour surplus continued in the Brantford, Cornwall, Peterborough, Sudbury and Timmins–Kirkland Lake areas.

Major Agricultural and Minor Areas. By the beginning of May, 16 of the 21 major agricultural and minor areas had approximately balanced labour markets. In Leamington and Simcoe, the labour surplus situation will probably not improve substantially until canning operations begin but warm weather should permit spring work to begin in Bracebridge, North Bay and Pembroke within the next few weeks.

PRAIRIE



EMPLOYMENT began to increase during April as crop seeding began in the southern parts of the Prairie region. By the middle of the month, the number of full-time workers reached 845,000, an increase of 41,000 over the month. Part of this increase resulted from a reduction of 13,000 in the number of persons on short time or on temporary lay-offs and the remainder was attributed to a decline in unemployment and a seasonal increase in the labour force.

Although increasing farm ac-

tivity was mainly responsible for increasing employment, construction work also expanded substantially. The value of construction work in the region this year was expected to exceed the 1952 total by 18 per cent. During the first four months of 1953, the number of houses under construction was more than a third greater than in the same period in 1952. The value of building permits in the larger centres, notably Regina, Calgary, Edmonton and Saskatoon, was also substantially greater this year than last. Although labour requirements were being met in April, difficulties in recruiting sufficient skilled construction workers were anticipated by contractors in a number of areas. The early and sharp decline in coal production caused lay-offs of coal miners, who are, however, being absorbed into farm and construction work.

The general increase in activity resulted in the elimination of labour surpluses in eight of the twenty-one areas in the region. At the beginning of May, one area was in the Group 1, six were in the Group 2 and 14 in the balanced labour market categories. Last year, 16 areas were in the balanced category and five in Group 2. The situation at that time, however, was somewhat unsure because simultaneous harvesting and seeding operations created an abnormal demand for farm workers. The changes during the month in the proportion of paid workers within the four labour market categories are shown in the accompanying chart.

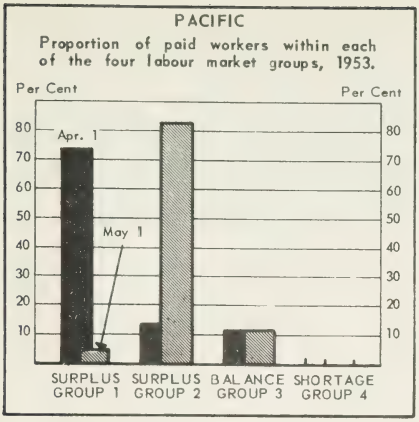
Metropolitan and Major Industrial Areas. The decrease in labour surpluses in Calgary, Edmonton and Winnipeg was relatively small. This was mainly because of rain and late snow during the month, which hampered construction and the deliveries of livestock from rural points. Nevertheless, the reduction was large enough in Calgary and Edmonton to bring these areas into the balanced category. In both areas, the volume of industrial and residential construction in progress was greater than last year. This, together with the hiring for industrial plants now nearing completion, will increase labour requirements this summer.

Fort William–Port Arthur was the only area in the Group 1 category at the beginning of May. Some increase in labour demand stemmed from the opening of lake navigation and the consequent increase in grain shipments. This increase, however, was outweighed by the large number of workers released from pulp cutting camps, who have not yet found other employment.

Major Agricultural and Minor Areas. Spring seeding was well underway by May 1 in most of southern Saskatchewan and Manitoba. Moderate to acute shortages of farm workers were reported in Brandon, Estevan, Moose Jaw, Regina, Saskatoon and Yorkton. In these and other areas, the heavy volume of current or prospective construction has made workers reluctant to apply for farm work.

PACIFIC

THE early part of April saw further slow expansion of outdoor activity, together with post-Easter slackening in retail trade and substantial withdrawal of female workers from the labour force. The number of full-time workers rose from 371,000 to 373,000 in the four-week period ending April 18, while the number of workers employed less than full-



time decreased by 5,000. Following this date, activity in logging, construction and agriculture recovered rapidly from the retarding effects of wet weather. By the beginning of May, increasing labour demand was reported in almost all areas of the region.

Comparison with previous years shows that, for the first time in almost three years, non-agricultural employment declined. The year-to-year drop is slight, amounting to less than one per cent, but it is clear that without the large volume of construction at present in progress, the employment decline over this period would be a good deal greater. Higher employment in construction and, to a lesser extent, in trade largely offset year-to-year employment declines of 30 per cent in logging, 10 per cent in mining, 45 per cent in fish-canning, two per cent in pulp and paper manufacturing and eight per cent in the manufacturing of iron and steel products.

Labour supply was still greater than demand in all but one local area at the beginning of May. There was, however, a decrease in the size of surpluses with the result that a total of three areas moved from the Group 1 to the Group 2 labour surplus category. Since Vancouver-New Westminster was one of these areas, a marked change occurred in the proportion of paid workers within these two groups. As shown in the accompanying chart, the number of paid workers in Group 1 amounted to five per cent of the regional total at the beginning of May, compared with 74 per cent a month earlier.

Metropolitan and Major Industrial Areas. In Vancouver—New Westminster, the movement of workers to remote construction projects, together with a higher level of general activity in the metropolitan area, caused a sufficient decrease in the labour surplus to shift the area from the Group 1 to the Group 2 category. Logging, fishing and fish-canning operations continued at reduced levels. Employment at sawmills was increasing but the present state of export demand for lumber suggests that output this year may be below capacity. On the other hand, the volume of construction in progress was approaching record levels.

In Victoria, there was a further seasonal increase in employment. The level reached, however, was not as high as had been expected because of lay-offs in shipbuilding and temporary delays at several large government and industrial construction sites. Nevertheless, owing to the large volume of work in prospect, shortages of certain kinds of skilled construction workers were expected at an early date.

Minor Areas. Substantial reductions of labour surpluses occurred in almost all minor areas, although none was large enough to bring any area out of the labour surplus categories by the beginning of May. Prince George, where the labour surplus increased, was the only area in which the employment trend was contrary to that of the region. This increase in labour supply occurs each year when the sawmills in the area virtually close down as a result of deterioration of logging roads.

Current Labour Statistics

(Latest available statistics as of May 11, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Apr. 18	5,241,000	+ 0.9	–
Persons with jobs (a)	Apr. 18	5,076,000	+ 1.1	–
Persons without jobs & seeking work (a)	Apr. 18	165,000	– 4.1	–
Registered for work, NES (b)				
Atlantic	Apr. 16	59,580	– 1.6	+13.8
Quebec	Apr. 16	142,709	– 4.7	+ 5.7
Ontario	Apr. 16	78,624	–14.9	–22.8
Prairie	Apr. 16	48,637	–12.1	+13.7
Pacific	Apr. 16	42,970	–14.0	+10.8
Total, all regions	Apr. 16	372,520	– 8.7	+ 0.4
Ordinary claims for Unemployment Insurance benefit	Apr. 1	294,497	– 4.6	+ 7.1
Amount of benefit payments	March	$20,796,825	+12.4	+39.3
Index of employment (1939=100)	Mar. 1	181.8	– 0.4	+ 2.1
Immigration	January	5,627	–24.6	–
Industrial Relations				
Strikes and lockouts – days lost	April	29,120	–	–67.8(c)
No. of workers involved	April	3,562	–	–59.1(c)
No. of strikes	April	21	–	–17.5(c)
Earnings and Income				
Average weekly wages and salaries	Mar. 1	$57.47	+ 1.3	+ 6.5
Average hourly earnings (mfg.)	Mar. 1	$1.35	+ 0.4	+ 5.4
Average hours worked per week (mfg.)	Mar. 1	42.1	+ 0.5	+ 1.0
Average weekly earnings (mfg.)	Mar. 1	$56.71	+ 0.9	+ 6.4
Cost-of-living index (av. 1935–39=100)	Apr. 1	183.9	– 0.2	– 2.6
Consumer price index (av. 1949=100)	Apr. 1	114.6	– 0.2	– 1.0
Real weekly earnings (mfg. av. 1949=100)	Mar. 1	118.5	+ 1.5	+ 8.4
Total labour income $000,000	February	926	– 0.5	+ 7.9
Industrial Production				
Total (Average 1935–39=100)	February	239.6	+ 3.4	+ 9.6
Manufacturing	February	254.7	+ 3.9	+ 9.3
Durables	February	323.2	+ 3.3	+14.7
Non-Durables	February	210.9	+ 4.0	+ 4.5

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Supreme Court Rejects Tony Poje's Appeal

The Supreme Court of Canada, in a decision handed down April 28, rejected the appeal of Tony Poje, International Woodworkers of America (CIO-CCL) business agent, against a three-month jail sentence and $3,000 fine imposed by the Supreme Court of British Columbia (L.G., Nov. 1952, p. 1489).

The British Columbia court ruled that the union official was criminally in contempt of court in defying a court injunction prohibiting picketing.

In its decision, the Supreme Court commented that those who defy a court order tend to heap scorn on the administration of justice.

February Housing Record Better Than Last Year

Both starts and completions of new dwelling units increased in number in February, compared with February last year, the Dominion Bureau of Statistics has reported.

Starts numbered 2,789, compared with 2,008, while completions totalled 6,161, compared with 4,442. The number of units under construction at the month-end was 49,737, substantially above last year's 37,312.

More Grants Made for Labour Relations Studies

The Labour Department - University Research Committee, made up of representatives of a number of Canadian universities and officers of the federal Department of Labour, met on March 26 to consider applications for research grants during 1953. It is expected that, during the coming summer, six research studies will be undertaken in the field of labour-management relations and with particular reference to the settlement of industrial disputes.

The committee, which directs and administers the program under which these grants are made, was formed early in 1951. Applications are received from university faculty members and graduate students who wish to undertake studies. For approved applications, the research grants are made by the Department.

The program started with two studies in the summer of 1951. In 1952 grants were made for five further studies. The projects have been undertaken in co-operation with provincial labour departments and with employer and labour groups.

More Persons Receiving Old Age Assistance

The number of persons receiving old age assistance in Canada increased during the first quarter of 1953 from 84,776 at December 31, 1952, to 87,675 at March 31.

The federal Government's contributions under the federal-provincial scheme totalled $4,903,990.47 for the quarter, compared with $4,800,505.38 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $21,406,075.86.

During the quarter, 4,116 persons receiving old age assistance were transferred to the administration of The Old Age Security Act, compared with 3,935 in the preceding quarter. Since the inception of the Act, 13,788 recipients have been transferred.

At March 31, 1953, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.49 to $38.03, except for one province where the average was $24.07. In Newfoundland, which pays a maximum of $30 a month, the average was $29.14.

Bookbinders' President, Pilots' Union Founder Die

John B. Haggerty, President of the International Brotherhood of Bookbinders (AFL), who died recently in Miami, has been succeeded by the Brotherhood's First Vice-President, Robert E. Haskin.

The death of another union leader was recently announced. David L. Behncke, founder and first President of the Air Line Pilots Association (AFL), died April 14 in Chicago at the age of 55 years. Mr. Behncke had headed the organization he founded in 1932 until 1951.

In the bookbinders' union, Walter F. Barber, who has been 2nd Vice-President, has been elected to succeed Mr. Haskin; Robert L. Ennis, 4th Vice-President, has been moved up to the 2nd Vice-President's post; and Glenn Moss has been named 4th Vice-President.

UAW Convention Declares Annual Wage Next Target

Walter Reuther, President of the United Automobile Workers of America (CIO), has called for a guaranteed annual wage in 1955 when the union's five-year escalator agreements expire.

Speaking at the opening March 22 of the UAW's 14th international convention in Atlantic City, Mr. Reuther said the guaranteed annual wage attacks problems of unemployment at the root by shifting to the employer the cost of unemployment and by compelling the employer to pay workers as the employer himself is paid—by the year.

Mr. Reuther said that the union in the near future would invite the major automobile corporations to join leading economists of the United States and Canada in a study of annual wage proposals.

"The guaranteed wage, though it must be won in collective bargaining, is far more than a collective bargaining demand," said Mr. Reuther.

"A solution of that problem," he said, "will not only strengthen America; it will have an impact throughout the world, wherever communism exploits the insecurity of workers and wins converts by pointing out that democracy never has solved the problem of mass unemployment."

The delegates passed a resolution by unanimous vote declaring that the annual wage would be their next major objective in collective bargaining. The resolution was a broad policy statement and did not define how it would be carried out. It recommended, however, that the plan be co-ordinated with state unemployment benefits, that it be on a pay-as-you-go basis and that it be administered jointly by company and union.

More than 200 representatives of UAW locals in Canada attended the five-day constitutional convention, the first since April 1951.

On the immediate issue of revising escalator agreements, which have more than two years to run, Mr. Reuther said that unless the automobile companies—Ford, General Motors and Chrysler—granted the union's recent demands for wage and pension improvements in existing contracts, the UAW Executive Board would ask the delegates to authorize rejection of such long-term agreements in the future.

Mr. Reuther, who is also President of the Congress of Industrial Organizations, outlined four conditions which he said must be met in any merger with the American Federation of Labour. These are: (1) the basic industrial union structure of the CIO must remain intact; (2) in advance of the merger there must be agreement on machinery for resolving jurisdictional conflicts that might arise between competing unions; (3) unions that practise or countenance racial or religious discrimination must throw open their membership rolls; and (4) racketeering elements must be expelled from all unions.

The 2,980 delegates, by an almost unanimous vote, adopted a resolution calling for organic unity of all *bona fide* labour organizations. The resolution stated, however, that the unity talks must proceed on the basis of full protection for "the industrial type of organization and other basic principles on which the CIO was founded."

The convention also passed resolutions calling for: a study of new technological developments in the industries in UAW jurisdiction; the elimination of contracting-out in plants where employees with seniority are not fully employed; and the elimination of seven-day operations in powerhouses and the payment of premium pay for Saturday, Sunday and holiday work for all those who must be employed on such operations.

Other topics discussed at the convention were changes in the UAW's constitution to make it easier to prove a member is a Communist and thus ineligible to hold office in the union, and CIO plans for an organizing drive in the mass production industries to increase the present estimated membership of 4,000,000 workers.

The President of the United Steelworkers of America, David J. McDonald, spoke at the convention and denied reports that he was considering a withdrawal of his million-member union from the CIO.

Mr. McDonald said his union would work closely with the UAW in the guaranteed wage campaign, in the fight against communism and in other common interests.

The Canadian delegates to the convention were headed by George Burt, the union's Director in Canada.

Prof. V. Bladen, Toronto, In UAW Advisory Group

Dr. V. M. Bladen, head of the School of Business Administration of the University of Toronto, is one of the ten economists who have accepted places on the Guaranteed Wage Public Advisory Committee of the United Auto Workers (CIO). He is the only Canadian in the group.

The committee will assist the union and its President, Walter P. Reuther, in a study of guaranteed annual wage proposals.

The other nine economic experts are:—

Arthur J. Altmeyer of Madison, Wis., former Federal Social Security Commissioner.

Eveline Mabel Burns, consultant to the New York State Department of Labour, the United States Treasury Department Committee on Economic Security; the Federal Reserve Board and the Social Security Board; Professor of Social Work, Columbia University.

Edward L. Cushman, Director of the Institute of Industrial Relations and Professor of Public Administration, Wayne University, Detroit, Mich.; consultant to the Secretary of Labour.

William Haber, Professor of Economics, University of Michigan; chairman of the Federal Advisory Council on Employment Security.

Alvin H. Hansen, Littauer Professor of Political Economy, Harvard University.

Seymour Edwin Harris, Professor of Economics, Harvard University.

Richard A. Lester, Professor of Economics and Chairman of Social and Economic Institutions, Princeton University.

Charles A. Myers, Professor of Industrial Relations, Massachusetts Institute of Technology; Executive Director, Industrial Relations Section, MIT.

Edwin E. Witte, Professor and Chairman of the Department of Economics, University of Wisconsin.

Steelworkers Seek Raise; Guaranteed Wage by 1954

The Wage Policy Committee of the United Steelworkers of America (CIO) has decided to ask for higher wages in 1953 for its 1,250,000 members in steel producing and fabricating plants, and a guaranteed annual wage in 1954.

The union's President, David J. McDonald, said an increase in the present average steel wage of $2.06 per hour was justified by the rising productivity of the union's members, the continuing high level of prices, the profits of the industry and the economic situation in the country as a whole.

Without specifying the amount of increase it will demand, the Wage Policy Committee was unanimous in declaring that the increase should be consistent with those the union has won each year since 1946. With the exception of 1949, when the union settled for an employer-financed pension and social insurance plan, these increases have ranged from 13 to 18½ cents per hour.

Under the terms of the present contract, the union is free to strike July 1 this year if no agreement on wages is reached by that time.

In Canada, the United Steelworkers of America (CIO-CCL) has asked the major steel producers for a meeting to discuss wage increases for 1953. It named no figure in its initial wage proposal.

The Canadian union achieved wage parity last year with its counterpart in the United States and some observers feel that it will not define its demands until the union in the United States had done so.

Teamsters Guaranteed 2,000 Hours' Work

A contract guaranteeing 2,000 hours of work for 420 employees of the Rice-Stix Dry Goods Company in St. Louis, Mo., was negotiated recently by Local 688 of the International Brotherhood of Teamsters (AFL).

The contract guarantees pay for 50 weeks of 40 hours each, including the regular paid vacation period and paid holidays. Employees can be off work up to two weeks in any one year before the company begins to pay for idle time. The contract runs for five years.

The employees covered are those among the company's 700 warehouse and distribution workers with the highest seniority. As these quit or retire, the next highest in seniority take their place, so that the numbered covered is always 420.

The same local earlier signed a similar five-year contract with the Brown Shoe Co., St. Louis, Mo. In this agreement, a clause guarantees 425 high-seniority employees of the company 40 hours of work a week for 50 weeks—including vacation periods—each year. Overtime is not counted against guaranteed hours. About 475 workers are currently employed at the plant.

Canadian Rubber Workers Seek Pay Equal to U.S.

In addition to a demand for a 20-cents-per-hour general wage increase, the Canadian policy section of the United Rubber Workers of America (CIO-CCL) will start a drive to eliminate wage differentials existing between Canadian and U.S. rubber plants.*

The group, representing some 15,000 workers in 27 local unions in Canada, announced its 1953 economic program in Montreal April 15.

*The United Steelworkers last year gained equality of base wage rates with steelworkers in the United States (L.G., Sept. 1952, p. 1166).

NAM Urges Price Cuts Rather Than Pay Boosts

Benefits of increased productivity should be distributed in the form of lower prices for all consumers rather than higher wages for organized workers, declared the National Association of Manufacturers in the United States recently.

More than 2,500,000 workers, most of them in the automobile, aircraft and railroad industries, are now receiving automatic annual increases of four cents per hour on the basis of increasing productive efficiency in the United States. Unions have estimated that this productive efficiency is increasing at an average rate of two to $2\frac{1}{2}$ per cent each year.

The wages-productivity tie-up was first used in the long-term contract between the United Automobile Workers of America (CIO) and General Motors Corporation.

In its statement, the Association declared that the national interest would be "adversely affected" if there were any widespread adoption of a formula tying wages to productivity.

"No real need exists for attempting to relate wages to productivity in any new way," the Association said, "inasmuch as natural economic forces have over many years assured workers of a nearly constant share of the proceeds of production."

TLC-CCL Unity Unlikely Says Gordon Cushing

Amalgamation of Canada's two leading union organizations is not likely, said Gordon C. Cushing recently in a press interview in Victoria.

The Secretary-Treasurer of the Trades and Labour Congress of Canada said the problem of bringing the TLC and the Canadian Congress of Labour together would be difficult.

"There would be considerable overlap of unions to strengthen out," he said. "In addition, the TLC keeps out of politics while the CCL openly advances the cause of the CCF party."

AFL and CIO Set Up Group to End Raiding

All phases of the problem of labour unity were discussed at a meeting in Washington last month of six officials of the American Federation of Labour and 12 from the Congress of Industrial Organizations, including both presidents.

The labour leaders decided to set up a subcommittee of six—three from the AFL and three from the CIO—to study the possibility of eliminating raiding between affiliates of the two organizations as a prerequisite to achieving labour unity.

A joint statement issued after the meeting said: "We met in good faith to try to achieve labour unity. Both sides came into the meeting with no prior conditions. Both sides agreed to explore all the matters involved on their merits.

"There was a general discussion of all phases of the problem. In particular, the conferees gave consideration to the problem of 'raiding', which, it was agreed, is not conducive to unity. We think the efforts and resources of the labour movement should be used to organize the unorganized."

The six-man subcommittee will also study the structure and jurisdictional lines of the two organizations and prepare a report and an agenda for the next meeting of the full unity committee to be held in Washington in June.

Members of the subcommittee are: President George Meany of the AFL; President Walter P. Reuther of the CIO; William F. Schnitzler, AFL Secretary-Treasurer; James B. Carey, CIO Secretary-Treasurer; Matthew Woll, AFL Vice-President; and David J. McDonald, President of the United Steelworkers of America (CIO).

Mine-Mill Seeks Policy Of "Spread-the-Work"

A "spread-the work" policy will be sought by the International Union of Mine, Mill and Smelter Workers (independent). The fifth annual convention of the union's Canadian members decided to ask that work be divided among all employees as an alternative to layoffs.

The union's annual report said security of employment was one of the organization's most urgent problems. Canadian Director Harvey Murphy said in all bargaining the union should make it a rule to oppose layoffs.

The convention also elected members to the Canadian Council established by the international union at its 1952 annual meeting. Members elected were: Michael Solski and Ray Stevenson of Sudbury, Ont.; Michael Kopinak, Port Colborne, Ont.; L. D. Messmer, Medicine Hat, Alta.; Robert Michel, Calgary; Douglas Gold, Kimberley, B.C.; K. A. Smith, Vancouver; and J. F. Tees, Yellowknife, NWT.

Three members were assigned to the council by the international union. They are: Nels Thibeault, Sudbury; Harvey Murphy, Vancouver; and William Longridge, Calgary.

Teamsters, Machinists Divide Garage Industry

Two of the largest unions in the American Federation of Labour have agreed to divide between them the estimated one million unorganized workers in the garage and service station industry in the United States.

The International Association of Machinists will have jurisdiction over employees who assemble, dismantle, adjust and repair chassis, bodies and all mechanical parts of automotive equipment.

The International Brotherhood of Teamsters will cover employees engaged in storing, washing, polishing, fueling, oiling, greasing, tire service and repair, battery service, receiving, shipping and delivery. It will also take in hostlers, service station attendants, parking lot attendants and salesmen.

The two unions will pool their field staffs and resources in a country-wide co-operative organizing campaign.

Two New Reports Show Grads' Job Opportunities

Two reports have been prepared by the Economics and Research Branch of the Federal Department of Labour which indicate the employment opportunities of university graduates and technical personnel.

One report, *Employment Outlook for University Graduates,* summarizes the comments of deans of university faculties on employment trends they have noted and levels of enrolment in their courses.

Employers' Requirements

The second study, which appears in the *Technical Personnel Quarterly Bulletin,* embodies the results of a survey of employers' requirements over the next four years.

Copies of both reports will be available after June 15 from the Publications Division, Department of Labour, Ottawa.

Canada Year Book, 1953, Ready for Distribution

The 1952-53 issue of the *Canada Year Book* has been released by the Dominion Bureau of Statistics. The official compendium of information on the country's economic and social development, the book contains extensive statistical material and analytical commentary.

This year's edition, thoroughly revised, runs to 1,266 pages and contains 28 chapters. Numerous maps and charts are included.

The regular chapter material has been augmented by a number of special features of current interest. These include an outline of Canada's international activities; the development of public health, welfare and social security in Canada; expansion in the pulp and paper industry and in the mineral industry; a statement of the crude petroleum situation and a review of foreign trade.

A succinct analysis of the administrative functions of federal government departments is also included.

Copies may be obtained from the Queen's Printer at a price of $3 each.

CCCL Regional Council Plans Own Price Index

The Saguenay-Lake St. John Regional Council of the Canadian and Catholic Confederation of Labour has set up a three-man statistics committee responsible for the preparation of a monthly regional consumer price index.

The committee has adopted the same methods used by the Dominion Bureau of Statistics. It will base its findings on the same consumer habits, the same items regarding quality as well as quantity and the same methods for compilation of prices. It will compute the index in the same way.

Centres in Survey

The centres in the Saguenay-Lake Saint-John region where the survey will be conducted are: La Baie des Ha! Ha!, Chicoutimi, Arvida, Kenogami, Jonquière, St. Joseph d'Alma and Dolbeau.

The statistics committee is composed of Roch Tremblay, Rene Perron and Charlemagne Girard.

Machinists Celebrate 65th Anniversary

On May 5 the International Association of Machinists completed its 65th year. The first Canadian lodge, No. 103, at Stratford, Ont., was organized during the IAM's first two years of existence.

Lodge No. 1 of the IAM was organized at Atlanta, Ga., on May 5, 1888, with 19 members. Membership today is estimated at 806,000.

There are 155 Canadian locals with a membership of 37,500.

The May issue of the *Machinists Monthly Journal* commemorates the 65th anniversary of the union's founding.

Working Wives in Canada Up Fourfold in Decade

In the decade between the 1941 and 1951 Census, the number of married women in Canada's labour force increased fourfold, from 85,633 in 1941 to 348,961 in 1951. The 401-per-cent jump dwarfed the 33·5-per-cent rise in the total number of married women and the 40-per-cent increase in the total number of working women.

The flow of married women into the labour market gained rapid momentum during the war years and, because of the high employment existing since the war, has continued.

In 1941, Canada had 2,336,485 married women; fewer than four per cent of them —one out of every 27—were working. In 1951, there were 3,119,824 married women and more than 11 per cent of them—one in every nine—were gainfully employed.

These and other details of Canada's working population are contained in a Dominion Bureau of Statistics bulletin on the 1951 Census, 1951 Census Bulletin 4-5: *The Labour Force, Occupation by Age, Marital Status, Years of Schooling and Class of Workers.* It is available from the Queen's Printer at a price of 25 cents.

Total of Working Women Tripled in U.S. Since 1900

United States women gainfully employed have more than trebled in number since the turn of the century, according to the U.S. 1950 decennial census.

The increase has been steady and, although accelerated by two world wars, was not caused by them, states the Women's Bureau in a statistical report, *Women as Workers,* published by the U.S. Department of Labour.

The 18·75 million women reported to be gainfully employed in April 1952, were only three-quarters of a million fewer than the number of women in the labour force at the end of the Second World War, April 1945.

Since 1940, the occupational distribution of employed women has shown striking changes. The most outstanding have been the decline in the proportion of women employed as private household workers and the increase in the ratio of clerical workers.

The average age of today's working woman is higher—37 years as compared with 26 years at the beginning of the century. Although during the Second World War older women entered the labour market in great numbers, as did women of all ages, the older women have not left. Today there are fewer women working than during the height of the war but there are more older women workers.

Less than a third of the women workers today are single, more than a half are married and the remainder are widowed or divorced. During World War II, for the first time in the labour force history of the United States, married women workers outnumbered single women with jobs. This trend, the report notes, has continued.

In a companion report, *Status of Women in the United States, 1952,* the Women's Bureau says, in general the status of women continued to show improvement during the year. Gains made during previous years have held and women have made definite progress in exerting their civil and political rights and achieving a better employment status.

The report, prepared primarily for the Eighth Assembly of the Inter-American Commission of Women at Rio de Janeiro, discusses women's position in the political scene, in government service and international relations, in employment and in unions. A section on legislation for women is also included.

Copies of both reports are available at the Department of Labour library.

More Persons Receiving Blind Persons Allowances

The number of blind persons in Canada receiving allowances under The Blind Persons Act increased during the first quarter of 1953 from 8,299 at December 31, 1952, to 8,332 at March 31.

The federal Government's contributions under federal-provincial scheme totalled $741,821.15 for the quarter, compared with $740,413.01 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $3,706,666.24.

During the quarter, 105 persons receiving blind allowances were transferred to the administration of The Old Age Security Act, compared with 120 in the preceding quarter. Since the inception of the Act, 540 recipients have been transferred.

At March 31, 1953, the average monthly allowance in the provinces ranged from $37.83 to $39.55. In all provinces the maximum allowance paid was $40 a month.

At its April 13 meeting the Regina Trades and Labour Council (TLC) decided to award two scholarships of $75 each, annually, to students of the Balfour Technical School, Regina.

The first awards will be made for the 1953-54 term and all students will be eligible to compete.

CIO May Re-admit Unions Once Communist-Led

Re-entry to the Congress of Industrial Organizations may be imminent for a group of unions that either withdrew or suffered expulsion when the CIO cleansed its ranks of Communist-led unions.

Louis Hollander, President of the CIO in New York state, late last month met with officials of the Distributive, Processing and Officer Workers of America, formed in 1948 from locals of the Retail, Wholesale and Department Store Union (CIO) that seceded rather than sign non-communist affidavits required by the Taft-Hartley Law. In 1950 this organization also embraced the Food, Tobacco and Agricultural Workers and the United Office and Professional Workers when these unions were ousted from the CIO for communist activity.

Results of the meeting have not yet been made public.

Earlier in the month, the Distributive, Processing and Officer Workers union, at its second triennial convention in New York, authorized its leaders to negotiate with the CIO for re-entry.

Beginning about two years ago, Arthur Osman, President of the union, and David Livingstone, his chief associate, began to eliminate pro-communist leaders of the food and office unions. Mr. Osman has assured the CIO that his union is opposed to communism.

One of the problems connected with a possible re-entry of Mr. Osman's union is that he wants to take his organization into the CIO as an entity while the CIO Retail, Wholesale and Department Store Union, from which his union seceded, is eager to reclaim its lost members.

Management Gains from Safety Program—Shiels

The role of management in accident prevention and the benefits to be gained from a sound prevention program were discussed at the recent annual conference in Toronto of the Industrial Accident Prevention Associations of Ontario.

The IAPA operates in nearly 18,000 manufacturing plants employing about half of the 1,300,000 employees covered by workmen's compensation. These firms, it was pointed out, have experienced only about one-sixth of all fatal accidents.

The 4,000 representatives of industry attending the conference were told by R. G. Anderson, General Manager of the IAPA, that, if the 1921 accident rate had applied in 1952, fatal accidents during the year would have numbered 1,621 instead of the 428 that did occur.

G. K. Shiels, President of the Canadian Manufacturing Association, told the delegates that his organization and the Workmen's Compensation Board are working out a plan whereby higher compensation rates will apply to employers with poor accident records.

The CMA president said that the basic responsibility for accident prevention rests on management and that management does not want to shirk this responsibility. It welcomes the suggestions of plant safety committees and the Workmen's Compensation Board, he said.

Properly co-ordinated accident prevention plans will boost employee morale, increase efficiency and lower production costs, said Mr. Shiels, adding that these are arguments the IAPA should use in recruiting new member firms.

E. E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, noted that in the period 1921 to 1951, fatal accidents were reduced from one in every 3,000 employees to one in every 10,000. Permanent injuries fell from five per thousand to 1·5 per thousand.

The President of the IAPA, N. E. Russell, said the great majority of injuries sustained are due to the individual's inattention to or ignorance of the hazards of his job.

"More and more does the problem of accident prevention become one of educating the individual in the peculiar hazards of his own job and in his personal attitude and behaviour," he said.

Ont. Compensation Board Has New Address

The Ontario Workmen's Compensation Board has moved into new quarters on Harbor St. on Toronto's lakefront.

The new building, designed for beauty and efficiency, provides the best in working conditions for the 900-member staff, including a large modern cafeteria, lounge rooms and air conditioning.

Board employees now handle compensation claims at the rate of almost 900 per day.

Miss Marion J. Flash, Secretary of the Regina Labour Council (CCL), has been appointed to the Saskatchewan Minimum Wage Board. She succeeds Miss Hazel Hansen of Moose Jaw, who has resigned.

Miss Flash is a member of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Co-operative Union Holds 44th Annual Congress

Approximately 200 delegates and visitors attended the 44th annual congress of the Co-operative Union of Canada at Edmonton, Alta., March 10 to 12. President A. W. Friesen and Vice-President J. T. McDonald were co-chairmen.

The appointment of Breen Melvin as National Secretary to fill the position held by the late A. B. MacDonald was announced. Mr. Melvin had been Assistant Secretary of the Co-operative Union of Canada for several years.

Reporting on the Co-operative Fisheries Conference, Louis Bérubé, Secretary of the School of Fisheries, Ste. Anne de la Pocatière, Que., told the congress that the four leading fishermen's co-operatives in Canada were in the Maritimes, British Columbia, Quebec and Ontario. Representatives of the four had agreed to meet in April to decide on the central marketing of fish in Canada and for export. They would offer encouragement to fishermen in Manitoba and Saskatchewan to develop their provincial organizations, he said.

A Co-operative Trust Company has been sete up in the province of Saskatchewan and is ready to begin operations, according to a report submitted to the congress. The Solicitor of the Co-op Trust Company, W. B. Francis, QC, in presenting the report, stated that the organization of the Trust Company was a national program sponsored by the Co-operative Union of Canada and undertaken by the Co-operative Union of Saskatchewan.

Membership in the Co-op Trust Company is limited to co-operatives of all types, including credit unions. The Trust Company will supplement the functions of credit unions and credit societies by providing a source of funds for loans on a long-term basis. Plans have been formulated whereby, as far as possible, loans will be made in conjunction with credit unions with the credit union recommending the loan and underwriting a percentage of it.

The Trust Company will make available a service in the administration of estates. There is a wide demand for such services by co-operators, Mr. Francis said.

The responsibility of government toward co-operatives should include supervision, to see to it that the co-ops do not step outside the limits imposed by legislation; financial aid, but only to the extent such aid is extended to private business; and some assistance in providing factual information on co-ops to the schools. These were opinions expressed in a panel discussion at the congress.

The panel members said they did not believe governments should organize co-operatives. This should be done by the people themselves when it became apparent there was a need. The government should also not extend financial aid unless it was deemed in the interest of the people as a whole.

A statistical summary of the co-operative associations affiliated with the Co-operative Union of Canada was presented by A. H. Turner, Secretary of the Agricultural Prices Support Board, Ottawa. He reported 822 member-associations with a membership of more than 825,000 affiliated with the union in 1952. Total business transacted by the associations during the year exceeded $685,000,000, or more than $130,000,000 over the year previous. The list of member-associations included both marketing and merchandising co-operatives.

Elections held on the final afternoon returned the following slate of officers and directors: R. S. Staples, Toronto, president; W. McLeod, Regina, vice-president; Geo. Stephenson, Fredericton, Executive board member; A. H. K. Musgrave, Clarksburg; C. C. Janes, St. John's; Louis O'Connor, New London; Alex MacIsaac, Antigonish; J. J. Siemens, Winnipeg; N. F. Priestley, Calgary; T. J. Robertson, New Westminster.

Mr. Staples, who recently resigned as Ontario Manager of Co-operative Life Insurance Company, becomes the CUC's first full-time president.

Older Workers Prefer Work to Retirement

Work rather than retirement was preferred by most older workers participating in 13 pension plans surveyed recently by the Division of Statistics and Research of the New York State Department of Labour. Among those already retired, the reasons given for retirement in most instances reflected necessity rather than choice.

The pension plans covered about 295,000 workers in the New York clothing, construction, electrical equipment, trade and publishing industries. The retired workers under all plans numbered 14,000.

Age and ill health were frequently stated as causes for quitting. Other compelling causes cited by pensioners were unfavourable working conditions in the industry and failing strength or inability to keep up the pace demanded by the job. Despite this latter fact, the survey points out, neither management nor the unions have given

much thought to shifting workers to easier jobs as they grow older and are unable to perform their regular work effectively.

Another study of the problems of retired New York City employees, made by the Mayor's Advisory Committee for the Aged, revealed that 41 per cent of the 732 persons contacted were dissatisfied with retirement. This dissatisfaction was based principally on the inadequacy of their incomes.

About two-thirds of those in the income bracket $1,500 to $2,500 and about one-third of those in the $2,500-and-over bracket found their incomes insufficient to meet the cost of living.

Older Workers Loath To Retire, Survey Finds

A study of union members' attitudes to and plans for retirement conducted recently by Columbia University's Teachers College reveals that the younger industrial worker in the United States often looks forward to retiring from his job while the older worker generally tries to put it off as long as possible.

Carried out at the request of the International Ladies' Garment Workers' Union (AFL), the study found that industrial workers approaching retirement have a deep resistance to retirement and that the reasons for this attitude are cultural, economic, psychological and social.

The study staff interviewed the union's cloak workers in three groups: those 55 to 77 years of age who were still working, those 65 to 78 who had applied for retirement, and those 65 to 85 who had retired. The average age of men in the first group was 61, in the second 68 and in the third 71. Women in the first group were as old as men and somewhat younger in the second and third.

A report on the study said that for many workers, work is more than earning a living; it is a way of life. Often, declared the report, only through work does the individual make social contacts, express his creative interests, make a contribution to society and achieve status in the community.

Only 140 of the 700 employees interviewed indicated that they would have sufficient funds to live on during retirement, the report said. It added that "pensions, alone or with social security benefits, at their best will never equal a regular wage. Therefore, government, by permitting tax exemption for systematic savings set aside for retirement, can provide the incentive and means to enable workers to build economic security in their later years."

The report recommended that unions establish counselling programs to help workers plan for retirement.

The Dominion Bureau of Statistics has published a revised list of post-graduate scholarships and fellowships open to Canadian students. It summarizes the conditions attached to each award and gives the address of the awarding agency.

The list, titled "Post-Graduate Scholarships and Fellowships Open to Canadian Universities" (DBS Reference Paper No. 21), is available from the Queen's Printer at a price of 25 cents each.

Extracts from Hansard of Interest to Labour

Old Age Pensions

March 25

Mr. Gingues:

1. How many persons received old age security pensions in 1952: (a) in Canada; (b) in each province?

2. What amount was paid by the federal government in 1952 for old age security pensions: (a) in Canada; (b) in each province?

Mr. McCusker:

1. As of December 1952:—

(a) 680,579;

(b) Newfoundland, 14,767; Prince Edward Island, 6,525; Nova Scotia, 36,048; New Brunswick, 25,621; Quebec, 146,617; Ontario, 253,188; Manitoba, 40,062; Saskatchewan, 39,947; Alberta, 39,430; British Columbia, 77,930; Yukon and Northwest Territories, 444.

2. (a) $317,031,529.79.

(b) Newfoundland, $6,918,220; Prince Edward Island, $3,119,000; Nova Scotia, $17,030,077; New Brunswick, $12,106,960; Quebec, $68,506,576.66; Ontario, $117,821,-610.43; Manitoba, $18,638,200; Saskatchewan, $18,577,545.70; Alberta, $18,264,040; British Columbia, $35,838,220; Yukon and Northwest Territories, $211,080.

Immigration and Emigration, 1952

March 25

Mr. Higgins:

1. How many persons left Canada in 1952 to take up permanent residence in the United States?

2. How many persons left the United States in 1952 to take up permanent residence in Canada?

Mr. Harris:

1. Statistics not maintained.
2. 14,013. This includes 4,707 returning Canadians.

Mr. Higgins:

1. How many immigrants entered Canada in 1952?
2. How many immigrants left Canada in 1952?

Mr. Harris:

1. 164,498 were admitted to Canada.
2. Statistics not maintained.

Threatened Grain Handlers' Strike

April 1

Mr. Daniel McIvor (Fort William): ... Mr. Speaker, the Minister of Labour and Mr. Frank Hall have been doing a splendid job in handling the threatened strike at the Lakehead. . . My question of privilege is to thank them most emphatically at this time for their most efficient work.

Mr. Howard C. Green (Vancouver-Quadra): Arising out of the remarks of the Hon. Member for Fort William, may I ask the Minister of Labour what is the present situation with respect to the strike on the west coast?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, first as to the Lakehead dispute a conference was held in Ottawa, as I think hon. members know, last Friday and Saturday on my request in connection with the dispute that had developed at the Lakehead on the question of the interpretation of a provision of the agreement which was made last September between the Lakehead Terminal Elevators Association and the Brotherhood of Railway and Steamship Clerks, Freight handlers, Express and Station Employees. The dispute now involves the application of the provision of the agreement respecting the reduction of hours from forty-eight to forty hours per week.

I met five representatives of the Association and five representatives of the Brotherhood who were here last Friday. The discussions, which were assisted by officers of the Department of Labour, terminated Saturday afternoon and the parties authorized the Minister of Labour to make the following statement, which was made:—

> The Hon. M. F. Gregg today announced that the representatives of the grain companies and of the brotherhood of railway and steamship clerks, freight handlers, express and station employees had completed their discussions in Ottawa. Both representatives of the companies and the brotherhood stated that they were moving towards an agreement.

This week the two negotiating parties who were here have been holding meetings, each its own main body, and I hope to have replies from both of them within a few days.

Mr. Green: My question was with regard to the strike on the west coast.

Mr. Gregg: I cannot add very much on that. As hon. members will remember, a proposal was addressed to both parties by our representative, Mr. Wilson, before he left Vancouver, that recommended that agreement on several points be reached, that work be renewed and that the dispute over wage increase be referred to an arbitrator who would be chosen by both parties and whose decision would be final. I have not had a final report as to the views of the two parties regarding that proposal.

Mr. Green: Has the Minister given any thought to having the parties come to Ottawa in the hope that this strike can also be settled?

Mr. Gregg: Before coming to a decision on that matter, I should like to have a reply from the two parties with respect to what is, in my opinion, a very sound proposal for settlement that is now in their hands.

April 9

Mr. Angus MacInnis (Vancouver East): Mr. Speaker, I should like to ask the Minister of Labour whether he can give the House any information on the grain elevator dispute in Vancouver and New Westminster.

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, though my hon. friend notified me that he intended to ask this question, I can only tell him that there have been no important new developments to justify me in making anything like an optimistic statement in the House today. . .

Mr. Green: May I ask the Minister this question. Is he unwilling to invite representatives of the parties to come to Ottawa to discuss the situation?

Mr. Gregg: If such a course would appear to us, after careful study, to be the course that should be pursued to bring about a settlement, we would not hesitate a moment to invite them.

April 13

Mr. Angus MacInnis (Vancouver East): Mr. Speaker, there have been reports over the radio and in the newspapers indicating that considerable activity has been taking place in connection with the negotiations with respect to the grain handlers dispute on the west coast. Will the Minister bring the House up to date?

Hon. Milton F. Gregg (Minister of Labour): There is nothing of a definite nature that I can report to the House. In the late afternoon of April 9 the following wire was received from Mr. R. H. Tupper on behalf of the employers. The wire is addressed to Mr. Bernard Wilson, Chief Conciliation Officer, Department of Labour, and reads as follows:—

> Referring your letter March 20th regret delays arising from settlement of Port Arthur differences prevented earlier reply. Am directed by all five elevator companies concerned in dispute in Vancouver and New Westminster to inform you that they leave open their offer to grant two additional statutory holidays, an increase, of 5 cents per hour in present graveyard shift differential, payment of double time for all work done on Sundays and to provide where practicable for proper job rotations provided the union will join with the companies in submitting as the only outstanding difference to be determined the question of wages for arbitration before a judge of the Appeal Court or Supreme Court of British Columbia.

On the next day, the 10th of April, the following wire was sent by Mr. E. C. Sims on behalf of the unions. This wire reads as follows:—

> Re your wire April 9—

I should interject that the terms of the wire I have just read were conveyed to the unions. This wire is also addressed to Mr. Wilson. I continue:—

> —we note the companies have rejected your proposal of March 20th and submitted counter proposal re arbitration. I am instructed to inform you this counter proposal has been rejected and your March 20th proposal will be taken to membership tomorrow for acceptance or rejection. Will inform you of results.

On the next day, the 11th of April, the following wire, addressed to Mr. Wilson, was sent by Mr. Sims:—

> Full general membership meeting held today. I am instructed to inform you that question put re acceptance or rejection of your proposal of arbitration dated March 20. Motion carried rejecting the proposal with twenty-nine dissenting votes. Results of vote indicate same strength as when strike vote taken. Manner of voting decided by motion of membership. Results indicate tie-up to go on indefinitely unless employers change attitude toward wage question and fringe benefits.

Since the receipt of these wires we have continued our efforts to bring the parties together for further negotiations. I can report nothing further this morning.

Mr. Green: Does the Minister still think it would be of no value to invite representatives to come to Ottawa?

Mr. Gregg: I do not think that there would be value in taking that step at this time.

Fair Employment Practices Act

April 13

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 100, to prevent discrimination in regard to employment and membership in trade unions by reason of race, national origin, colour or religion.

He said: Mr. Speaker, in moving this bill for second reading I should like to make a few remarks. The speech from the throne last December declared the Government's intention to introduce a bill which would prohibit discrimination in employment against any person because of his race, national origin, colour or religion in connection with any work, undertaking or business within the legislative authority of parliament. National labour organizations and many other bodies in recent years have advocated such federal legislation...

I believe that equality of opportunity for employment without discrimination on account of race, national origin, colour or religion is a fundamental right which every resident of our democratic state should enjoy. It is a right which this Parliament can well assert and try to protect. The Government is now asking Parliament to make this assertion by the bill I am introducing in respect of all persons in Canada who are employed or seeking employment in activities which come under federal authority. Although this federal sphere of jurisdiction is relatively limited, I believe that the passing of this legislation may have a far-reaching and healthy influence across the whole country.

I think one can say that the underlying principle of the bill is assurance of equality of vocational opportunity. In recent years Canada, as a member of various international organizations, has subscribed to general declarations concerning the basic rights and liberties of the individual. However, because of the divided jurisdiction established by our federal constitution, Canadian representatives have not always been able to make specific commitments with regard to legislation to ensure the protection of human rights.

For example, in 1948 the Canadian delegation to the general assembly of the United Nations voted for the universal declarations of human rights which was adopted by the assembly on December 10 of that year. The head of our delegation

stated that certain important aspects of the declaration lay within the field of provincial jurisdiction in Canada and that the federal Government did not intend to invade that field. Canadian participation in the International Labour Organization has been affected in the same way by the federal nature of our constitution. Canadian delegates to the general conference of the ILO in 1944 approved the adoption of the new declaration of the aims of the ILO which became known afterwards as the Philadelphia charter. This declaration asserts, among other things, the solemn obligation of the ILO to promote among the nations of the world programs which will achieve full employment, higher standards of living, the extension of social security, adequate protection for the life and health of workers, effective recognition of the right of collective bargaining—and this is the one that embraces the principle of this bill—equality of vocational opportunity, and other conditions conducive to human well-being.

Some action has already been taken by this Government to prevent discrimination in employment in those areas of jurisdiction within which the federal authority has power to legislate.

At the last session the Unemployment Insurance Act was amended to provide that it is the duty of the Commission to ensure that there will be no discrimination in referring any worker seeking employment, either in favour of or against any such worker, by reason of his racial origin, colour, religious belief or political affiliation. Then, as a further step in its program, in September last an Order in Council was passed which requires the insertion of a non-discrimination clause in federal government construction and supplies contracts entered into on or after January 1, 1953, to which the government fair wage provisions apply.

This clause expressly forbids the contractor to discriminate against any person because of his race, national origin, colour or religion in the employment of labour for the execution of the contract.

It might be said that discrimination in employment is based on ignorance, prejudice, selfishness, or an attitude of mind which cannot be discovered or changed by legislation. I agree, Mr. Speaker, that there is much to be said for that view. However, I would like to stress the point that the legislation which I am introducing is designed to deal with positive acts of discrimination. There will still be need for continued effort on the part of all those educational, religious, cultural, yes, and government influences, which are now working together and doing so much to create in Canada a climate of opinion in which racial and religious prejudice shall find no place.

The provisions of the legislation will apply to all employers of five or more employees, excluding non-profit educational, fraternal, charitable, religious and social organizations. The legislation applies to employment upon any work, undertaking or business which is within the legislative authority of Parliament to regulate, to crown companies, and to trade unions composed of persons employed upon such works, undertakings or businesses. In effect, the legislation applies in respect of the same industries to which the Industrial Relations and Disputes Investigation Act applies.

The provisions of the bill will prohibit employers from discrimination as defined against any person in respect of employment or prospective employment, and prohibits employers from using the services of any employment agency which in its operations so discriminates against persons seeking employment. The use of advertising in connection with employment which expresses any such discrimination or preference is prohibited. Trade unions shall not so discriminate against any person in the matter of membership.

The legislation will be administered by the Department of Labour and by a division of the work amongst existing staff. It is not anticipated that additional costs for administration will be great.

Provision is made in the legislation for the receipt and investigation of complaints by conciliation officers of the Department, and for the use of industrial inquiry commissions for the purpose of ascertaining the facts, with a view to the adjustment of complaints made under the act. Provision is made for prosecution in the courts for alleged infractions of the act and for the imposition of penalties by way of fine and recovery of lost wages where the offence is proved. This procedure for the handling and disposition of complaints is very similar to the procedures provided under the Industrial Relations and Dispute Investigation Act for the handling and disposition of complaints of unfair labour practices. It is proposed to use the same administrative machinery.

I believe that legislation of this nature to deal with overt acts of discrimination is practical and can be administered. The record of New York state, which pioneered

in the United States in prohibiting discrimination against workers, has established the effectiveness of an act of this kind.

Passed in 1945, the New York law set a pattern for similar laws in ten other states and, I think, for the Fair Employment Practices Act enacted by the province of Ontario in 1951. Experience under the Ontario Act perhaps has been of too limited duration to permit an adequate appraisal of its effectiveness. But there is ample evidence that in 7½ years of its operation the New York law has had an appreciable effect in eliminating discrimination and in broadening job opportunities for minority groups.

Briefly stated, the New York law provides that no person shall be denied the right to earn a living because of his religious belief or his racial or national background. It lays down penalties for acts of discrimination, whether by employers, labour organizations, employment agencies or other individuals.

The term "employer" under the New York Act does not include a non-profit organization or an employer with fewer than six persons in his employ. The Act does not apply to a person employed by his parent, spouse or child, nor to domestic servants.

While punitive powers are provided for the New York Act, to be used when and if needed, the policy of the commission administering the legislation has been to rely on conciliation and persuasion and to avoid legal proceedings wherever possible. The record shows that out of approximately 2,500 cases handled to date the New York commission has had to resort to court action only three times. When one considers this experience in that highly industrialized state it seems a great victory for conciliation and persuasion, with the teeth of the law almost entirely unused.

One might sum up by quoting the following paragraph from the commission's 1951 report on its administration of the law:—

> The commission realizes full well that the problem of employment discrimination which made a law necessary have not been completely solved. It is satisfied, however, that the law is no longer viewed by the general public as an expedient, an experiment, or a controversial document, but as an important instrument in the building of a stronger, democratic state.

The Ontario Act has been in force since the middle part of 1951, and I am advised that in the intervening period, while there have been a limited number of complaints dealt with under the Act, these complaints have been adjusted under the provisions of the Act without the necessity of resort to the courts in any instance.

I am sure, Mr. Speaker, that the principle of this bill will have wholehearted support in this House and amongst the citizens of this country. It is only with this large measure of public support that it will be effective for the purposes for which it is designed.

Following a discussion of the bill on second reading, if it is the wish of the house, I shall move to refer it for study to the standing committee on industrial relations. I am confident that it can be made into an effective ally to the main effort in Canada for ensuring equality of vocational opportunity.

It is as an ally that I view this measure. The main effort against discrimination must continue to be carried on by individual Canadians with the potent weapons of human understanding, of charitable example, and with the application of the golden rule. If this bill becomes law we will see to it that it is used only to augment those weapons.

I commend it to the House.

Mrs. Ellen L. Fairclough (Hamilton West): ... As I said on previous occasions, I think it is important that legislation should be provided to implement the universal declaration of human rights as proclaimed before the general assembly of the United Nations on December 10, 1948. Like the bill which it was my privilege to sponsor earlier, this bill applies only to employment in those fields which fall within the jurisdiction of the federal Government. I am sure that every member of Parliament will be in sympathy with the enactment of legislation which seeks to establish a common basis for all peoples in this nation, regardless of their origin, their religion or the various circumstances and conditions under which they labour ... of course, the members of my party propose to support this motion...

I do hope that the Government is not going to pass this bill and push it to one side, waiting for someone who happens to find out about it to make a complaint under the legislation. I believe that the full effectiveness of this legislation can only materialize if the Government will institute a proper program of education to go hand in hand with the administration of the legislation itself. I believe that very strongly. We are all human, and we know that workers hesitate to make complaints, particularly those who are in menial employment. In many cases they are afraid of their jobs. They need to be

assured that under this legislation it is their right to complain, but not to file complaints indiscriminately. Where there is definite basis for belief that they have been discriminated against they should be encouraged to make known instances and circumstances of such discrimination. I believe that, by removing from them the fear of retribution from employers or others, legislation of this sort can be made properly effective.

In this bill, as in the Ontario bill, provision is made for an industrial inquiry commission to look into such complaints as are made. This of course is an entirely different matter from a standing administrative commission or body to plan not only the administration but the education of workers in this field. I would urge the Minister to give serious consideration to the establishment of a commission which will be charged with this responsibility. I feel that it would not only be a good thing at the federal level to have someone actively engaged in dissemination of information, but it would provide a stimulus to those provinces which have legislation of this order at the present time or who may, I hope, enact such legislation at a later date, to proceed along those lines. I believe that at the present time in the Dominion of Canada only two provinces, Saskatchewan and Ontario, have legislation of this kind. I understand that Manitoba is seriously considering such legislation, and one other was mentioned to me as being keenly interested in this type of legislation.

There should be a permanent administrative body charged with this responsibility, and the establishment of a commission should not depend upon the receipt of complaints which cannot be handled by the ordinary conciliation officers of the Department.

The Minister has spoken of the limited experience which the province of Ontario has had in this matter, and that is quite true. It is my understanding that in the approximately two years that the Act has been operative only ten complaints have been received, and these have all been easily handled. While the province of Ontario did not set up any educational program, it did cover the ground fairly thoroughly in the first instance with letters and information to employers, trade unions, and so on. A great deal can be done to make effective the provisions of this legislation if one specific body is definitely charged with this responsibility. This is the least we can do to make such legislation operative...

Mr. Alistair Stewart (Winnipeg North): Mr. Speaker, I should like to say at once on behalf of the CCF that we support the principle of this legislation. Indeed, I think in days to come it will be recognized that this bill has been something of a landmark in Canadian labour history...

The bill is an attempt by means of conciliation to prevent discrimination in employment. That, I believe, is a proper procedure—although behind that conciliation there must be the force of law and of compulsion. American experience has shown us that in the last resort these measures must be compulsory if they are going to be successful. In those areas where there was no compulsion there was a quite noticeable lack in the efficiency of the legislation as compared with those states, such as the state of New York and other states, where the element of compulsion existed.

One of the reasons we dislike some of the sections in the bill is that they are altogether too permissive. In other words, they are not sufficiently mandatory. We would not like to see the bill pass only to see it by-passed at a later time. There was a suggestion by the Minister which led us to feel that perhaps not as much was going to be done about this legislation as those of us in the CCF would like to have done. Where discrimination is found, discretionary powers are given where we believe the powers should be mandatory and insisted upon. In our opinion the bill would be strengthened if these discretionary powers were removed. In other words, the legislation must have teeth if it is going to be successful.

Then one further obvious and glaring omission has been brought to the attention of most hon. members, in that there is nothing in the legislation concerning discrimination against a person because of sex. There are still a number of men—fortunately, a decreasing minority—who seem to think that women are not people. They look upon women as chattels, an idea which I trust will rapidly disappear. However, this matter of discrimination because of sex is something which can be discussed more fully in committee.

Another weakness now apparent in the bill is that it has not outlawed those wretched application forms which insist that an applicant for work must state his or her religion, his or her ethnic origin, or the place where his or her mother and father were born. The bill would have been much stronger, had some thought been given to this subject, and I believe the

committee should give careful consideration to the outlawing of such stupid questions in applications for employment...

The Minister has told us that there will be a director in this new division, and he added that the cost of the division would not be great. I felt somewhat pessimistic when he made that statement, because I think the Government could make no greater mistake than to burden with the directorate of this division a man who already is doing something else. Whoever is to be the director will find that he has a full-time job. This is one place where I am sure the members of the various parties in the House would not object to an increase in costs of a department, if we knew that the division was going to function properly.

The Minister has said the Government worked with other groups throughout the country to try to create a scheme in which prejudice would have no place. But if we are going to do that properly people will have to be educated; and if we are going to educate them we must be prepared to spend money. I would hope that the director of this division would not be merely an administrative head, but rather one who would conceive it as his duty to act as an educational spearhead in the fight against discrimination all across the country...

Mr. C. E. Johnston (Bow River): Mr. Speaker, I do not intend to take very long to discuss this bill on this occasion. I think it is generally conceded in all parts of the House that the general principle of the bill is going to be accepted as a step in the right direction. Therefore we in this party have no hesitancy in accepting the general principle of the bill...

I do not believe there are very many members of the House who have not had a great number of letters and other communications from women's organizations throughout the country presenting the problem with which they are faced. They contend, and probably rightly so, that one of the faults of the bill lies in the fact that no provision is made against discrimination as to sex. When the bill goes before the committee I think every opportunity should be given to the women's organizations to present their briefs and support their claims. Then the members of the committee will be in a much better position to judge what action should be taken.

There is also another form of discrimination so far as labour is concerned that is not mentioned in the bill and which is becoming very widely practised in this country. I refer to discrimination on the ground of age. It seems to be the current practice of industry now to retire a fellow when he reaches approximately 50 years of age whether or not he has sufficient pension or income to take care of him When he reaches 60 they are mighty sure that he is old enough to retire, and when he gets to be 65 they kick him out...

Mr. David A. Croll (Spadina): Mr. Speaker, . . .It is my view that this bill does credit to this great House of Commons. I am pleased to join with other members in hailing it as the latest step in reducing racial and religious discrimination in this country. I am both pleased and proud to be associated with a Government which is making an earnest effort to maintain this and other basic principles of human rights. By passing the bill we indicate that we are realists and we give a lead to the provinces and to industry. It is now written, it is spelled out, endorsed by Parliament and supported by the Canadian people...

The bill before us at the present time calls for no racial discrimination, particularly with regard to membership in trade unions. The stakes which trade unions have in discrimination being wiped out are certainly as great as those of management. Fortunately Canadian labour unions have directed a strong campaign for the enactment of fair employment practices, and are deserving of much credit for their persistence in this regard. Their resolutions passed at annual conventions, their briefs presented to the Government, their constant vigilance in reporting on discriminatory practices, should not go unnoticed at this time when we are considering this legislation. Nor should the efforts of other groups, religious, fraternal, welfare and minority bodies, who have acted on their own or in co-operation with labour organizations to end discrimination in this country.

This bill does not have as its purpose the abolishment of prejudice; that is to change human nature. It is a law to prevent anti-social manifestation of prejudice. It is possible of enforcement, and it can be determined that men are denied employment because of racial or religious prejudice or for other such reasons. It is a difficult task, but we do it every day before our labour relations boards when men, who have been discharged for union activity, obtain a hearing and are often reinstated. It does need a patient, perceptive approach. I am satisfied that the Department of Labour has sufficient good men in its ranks to do the job conscientiously and well.

The important thing is that the law be enforced. It must not be allowed to sit idle on the statute books, and I am sure it will not.

But enforcement alone is not enough. Authorities agree that the elimination of intolerance depends, in the long run, on a process of continuous education. I appreciate that this matter of education is not one that can be provided for in this bill. I am concerned to raise it at this point as an indication of what remains to be done after this bill has been enacted as law. Education is an indispensable part of the act. It can only be administered with great restraint, and with understanding of some prejudices that, unfortunately, have roots in our Canadian life. There must be recognition that persuasion is generally more potent than coercion in leading men to change their long formed habits...

Mr. Stanley Knowles (Winnipeg North Centre): . . .I noted in particular the suggestion made by a number of members that legislation of this kind being enacted at the federal level may well play a part in encouraging provinces that have not passed legislation of this nature to put such legislation on their statute books. As a matter of fact I feel that that has happened already in the case of my own province of Manitoba. Unions and other interested groups in Manitoba have been trying for a long time to persuade the government of that province to enact fair employment practices legislation. That government has shown itself interested, but has been reluctant to act.

When we met on November 20, 1952 to hear the speech from the throne that opened this session of Parliament it was indicated that there would be fair employment practices legislation at the federal level. Lo and behold, when the Manitoba legislature met a few months later it was announced by the government there that they would follow suit. So I suggest that there is validity in the hope that although this legislation applies only to workers who come under the federal labour jurisdiction, it will encourage those responsible for labour matters at the provincial level to follow suit. I hope it will not be long until legislation of this kind, or even better, will be the rule throughout the country...

Mr. J. W. Noseworthy (York South): . . .I would suggest that the Government could assist in this field by giving financial aid to those agencies whose primary purpose is the breaking down of racial and religious bigotry and prejudice in this country. There are some organizations which have done a great deal toward this cause. But unfortunately there are other organizations of good repute which contribute to disaffection between peoples of different religions and beliefs. I think the Government should give consideration to rendering assistance to such organizations as exist for the primary purpose of breaking down this prejudice and bigotry...

Those who are engaged in the educational field and the breaking down of these prejudices find it most difficult when children, for instance, are taught tolerance in the school and then find intolerance in their homes, in business circles, and in other fields as the rule of life in the world in which they have to live. Anything the Government can do by way of legislation such as this to give assistance to organizations promoting unity will help to build Canadian unity...

Mr. Clarence Gillis (Cape Breton South): ...While we are doing a desirable thing in trying to eliminate racial and religious discrimination, let us not forget for a minute that thousands and thousands of Canadians are walking the streets today because of discrimination against them on the ground of age. The reason for that of course is that companies that have established pension plans are not employing anyone who is not young enough to make a substantial contribution to the pension fund before he reaches retirement age. A citizen of Canada who has reached the age of 40, and who still has about twenty good productive years ahead of him, should not be discriminated against because he happened to become unemployed when he was approximately 40 years of age.

Another instance of discrimination so far as employment is concerned very badly affects ex-servicemen. The Minister, who was Minister of Veterans Affairs for some years, realizes that in every part of the country where there is heavy industry young men may come back from service with war wounds and disabilities incurred during service entitling them to a pension at the rate of 5 or 10 per cent, but in the areas in which they live they are 100 per cent disabled as far as employment is concerned. That is because one of the requirements for employment is that the man pass a medical examination, and when the company's doctor finds that he has a 5 or 10 per cent pension then he is not considered fit for employment in heavy industry and he is not employed...

Mr. Gregg: Mr. Speaker, in closing the debate I need only refer to one or two particular points that were made this afternoon.

First I would like to touch very briefly upon the point made by my hon. friend from Fort William (Mr. McIvor). I want to assure him that this bill will not, and I repeat "not", require our trade unions to accept persons who have proved their intention to propagate subversive activities in Canada, whatever the background of those people may be...

Equally briefly may I refer to the remarks made by the Hon. Member for Cape Breton South (Mr. Gillis)... On the . . . points he made, namely that sex, disability, age—and I would add disabled civilian workers—should be included here, I should like to ask him, between now and the time this bill goes before the special committee, to consider whether or not that cannot be more effectively accomplished by sharpening up the placement services of our National Employment Service. For administrative purposes I should like to keep this bill as simple as possible, so we can get a background of experience in carrying its principle into effect. However, I leave that thought with my hon. friend...

Motion agreed to, bill read the second time and referred to the standing committee on industrial relations.

Co-operative Credit Associations

April 15

Hon. Douglas Abbott (Minister of Finance) moved for leave to introduce Bill No. 338, respecting co-operative credit associations.

Mr. Knowles: Explain.

Mr. Abbott: The purpose of the bill is to authorize the incorporation of co-operative credit associations by special act of Parliament and to provide for the inspection and supervision of these organizations. The bill in a good many of its particulars resembles the Trust Companies Act and the Loan Companies Act with respect to the supervisory and inspection powers of the Superintendent of Insurance.

Motion agreed to and bill read the first time.

Canada's Contribution to Colombo Plan*

April 15

Mr. Catherwood:

1. What was Canada's total contribution to the Colombo plan, during the years ending March 31, 1952 and March 31, 1953?

2. For what purpose was this money used and in what amount?

Mr. Claxton:

1. In addition to the appropriation of $400,000 for technical assistance in each of the two years, Parliament approved a contribution of $25 million for 1951-52 and the same amount for 1952-53 to assist in the economic development of countries in south and southeast Asia under the Colombo Plan.

2. Expenditures or commitments against these capital assistance votes have been made for the following purposes and in the amounts indicated:—

1951-52

India—

(a) $10 million for wheat.

(b) $4·5 million for trucks and buses for the improvement and extension of the Bombay state transport system.

(c) $500,000 for capital equipment for an irrigation and hydro-electric project.

Pakistan—

(a) $5 million for a cement plant in the Thal area where the Pakistan government is carrying out a large-scale refugee colonization scheme.

(b) $2·8 million for railway ties.

(c) $2 million for an air and geological survey of Pakistan's resources.

(d) $200,000 for agricultural machinery and related equipment for a model livestock farm in the Thal area. (This is a joint Canadian-Australian-New Zealand project.)

1952-53

India—

$5 million for wheat.

$3 million for equipment for a hydro-electric project.

$2·2 million for locomotive boilers.

Pakistan—

$5 million for wheat.

$3·4 million for equipment for a hydro-electric project.

$170,000 for three aircraft fitted with special equipment for use in the locust control program.

$500,000 to cover remaining costs of the cement plant project undertaken during the previous year.

Ceylon—

$1 million for fishing vessels, cold storage plant and technical personnel for a fisheries research and development project.

Several of these projects will yield revenue in local currency (counterpart funds) which will, in turn, be used by the Government concerned, in consultation with the Canadian Government, to finance further economic development.

*Information in greater detail is contained in a two-part article, "The Colombo Plan", published by the Department of External Affairs in its monthly magazine *External Affairs*, the first part of which appears in the April issue.

Fatal Industrial Accidents in Canada* During Fourth Quarter of 1952

Industrial fatalities during fourth quarter last year numbered 344, a decrease of 38 from the 382 recorded during previous three months

There were 344† industrial fatalities in Canada in the fourth quarter of 1952, according to the latest reports received by the Department of Labour. This marks a decrease of 38 fatalities from the previous quarter, in which 382 were recorded, including 19 in a supplementary list.

As in previous quarterly articles, Table H-1 contains information as to the number of industrial fatalities classified by main classes of industries and causes. The present table is compiled in accordance with the new cause classification adopted January 1, 1952. This new classification has been drawn up in consultation with the various provincial Workmen's Compensation Boards and will be used in the preparation of statistics to be derived from the federal-provincial accident statistics program, which will deal with non-fatal as well as fatal accidents. As used in the present article, the new classification contains only the major groups of causes.

During the quarter under review there were two accidents which resulted in the deaths of three or more persons in each case. On December 23, a head-on collision between two trains at Ragged Rapids, Ont, resulted in the deaths of five trainmen. Seven seamen aboard the tug *Petrel* were drowned December 27 when the tugboat disappeared in the Gulf of Georgia.

Grouped by industries, the largest number of fatalities, 71, was recorded in the transportation industry. Of these, 33 were in steam railways, 17 in water transportation and 12 in local and highway transportation. In the previous three months there were 55 fatalities listed in this industry, including 20 in local and highway transportation, 12 in steam railways and 11 in water transportation.

There were 65 industrial deaths in the construction industry during the fourth quarter of 1952, of which 27 occurred in buildings and structures, 21 in miscellaneous construction and 17 in highway and bridge construction. During the preceding three months 78 fatalities were recorded in construction, including 43 in miscellaneous construction and 23 in buildings and structures.

Of the 52 accidental deaths reported in manufacturing during the quarter under review, 12 occurred in the wood products group, nine in transportation equipment and seven in the iron and steel industry. In the previous three-month period, 56 fatalities were reported in manufacturing, including 14 in the wood products group, nine in the paper industry and eight in transportation equipment.

In the logging industry, 49 industrial deaths were reported during the fourth quarter of 1952, compared with 37 in the previous three months. In the fourth quarter of 1951, 55 accidental deaths were recorded.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the fourth quarter of 1952 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

Thirty-three persons died as a result of accidents in the mining industry during the quarter under review. Of these, 18 were in metalliferous mining and nine in non-metallic mining. In the preceding three months 54 fatalities were recorded in mining, including 31 in metalliferous mining and 13 in coal mining.

There were 26 fatalities reported in agriculture during the fourth quarter, compared with 30 and 31 during the second and third quarters of 1952 respectively.

In the various branches of the service industry there were 18 fatalities during the third quarter, a decrease of 15 from the 33 recorded in the previous three months.

An analysis of the causes of the 344 fatalities which occurred during the quarter shows that almost one-third of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group the largest numbers of deaths were caused by falling trees and limbs (26), automobiles and trucks (14) and trains or other railway vehicles (11). "Collisions, derailments, wrecks, etc." were responsible for 79, or 23·0 per cent of the total deaths during the period. These included 35 fatalities involving automobiles and trucks and 16 that involved watercraft. In the classification "falls and slips" 76 accidents were reported. Of these, 68 were caused by falls to different levels.

In the classification by province of occurrence the largest number of fatalities was recorded in Ontario, where there were 114. In British Columbia, there were 80 and in Quebec, 66.

During the quarter under review there were 116 fatalities in October, 115 in November and 113 in December.

British Labour Ministry Issues Report for 1951

In spite of the continued growth of the total civilian labour force, manpower in Great Britain continued to be short in many industries and services in 1951, especially in those connected with defence and export production, according to the Annual Report of the Ministry of Labour and National Service, recently published.

The situation was eased, however, by the continued recruitment of foreign workers. Altogether, about 36,000 foreigners entered the country on individual permits for employment and another 1,500 Italians were recruited for coal-mining under an official scheme.*

These, together with voluntary workers from Northern Ireland and the Republic of Ireland, did little to offset departures under Commonwealth migration schemes, under which 42,361 migrants, including families and dependents, left the country.

The Ministry intensified its efforts to encourage industry to make the fullest possible suitable use of elderly and disabled workers, and part-time and spare-time labour.

Employment exchanges and youth employment offices filled nearly 2½ million vacancies during the year, compared with almost three million during 1950. Of the two million vacancies filled by adults, over one-eighth were in national economy industries and the defence program.

The appointments service, which places professional, administrative, managerial, technical and scientific personnel, filled nearly 2,600 vacancies and placed 5,835 persons in employment.

Nursing appointments offices found work for more than 9,500 women and men in full-time posts and 1,300 in part-time posts. The 25,000 vacancies in this field at the end of the year formed the lowest total for any year since the end of the war.

In the field of industrial relations, the outstanding event of the year was the replacement of the Conditions of Employment and National Arbitration Order of 1940 by the Industrial Disputes Order for the settlement of trade disputes.

The last part of the report deals with the Ministry's relations with the International Labour Organization, various organs of the United Nations and other international bodies.

*The plan to use Italians in British coal mines came to an end early in 1952 because of the refusal by British miners to accept them in the pits (L.G., April, p. 388).

THE SLOAN REPORT

Second instalment of a review of Chief Justice Sloan's report on his exhaustive inquiry into workmen's compensation in British Columbia

INSTALMENT II

Accident Prevention

Two general complaints brought by the International Woodworkers of America against the Accident Prevention Division of the Board, together with those directed against the Medical Division, accounted for a great mass of evidence and occupied the greater part of the time consumed by the inquiry. The complaints were that the Board, or its Accident Prevention Division, failed to exercise leadership in accident prevention and was weak or lax in its enforcement of the Board's safety regulations.

In deciding whether the Board had discharged its responsibility, the Commissioner divided accident prevention into two main phases, which he described as follows:—

> The first division involves the development of a state of mind of both labour and management, leading to the acceptance of the safety concept as an integral part of the processes of production. The expressions "safety first" and "safety consciousness" reflect this thought. This acceptance of accident-prevention in its true and extended sense means more than mere lip service to a distant ideal; it means the creation by education, publicity, and, in part, inspiration of a burning zeal in both labour and management to reach and maintain safety standards of perfection, not in the distant future, but *now*. It involves the awakening of a spirit of challenge, the unfurling of battle flags in a war against the hazards of machines and against lurking dangers that give no quarter. It involves a never-ceasing attack on causes which relentlessly cripple and kill the man at work.

The British Columbia Workmen's Compensation Act and its administration by the Workmen's Compensation Board were examined by Chief Justice Sloan of the British Columbia Supreme Court acting as a Royal Commissioner. His report, a volume of more than 400 pages, laid before the Legislature in February 1952, summarizes the results of his exhaustive inquiry, which lasted for more than two years, from November 7, 1949, until November 23, 1951.

Because of the wide terms of his Commission, the Commissioner, who had acted in a similar capacity in 1942, dealt with hundreds of submissions from labour, industry and others requesting amendments to the Act or making general or specific complaints against the Board's administrative policies. Sitting for 226 days at Vancouver, Victoria, Trail and Nelson, he heard the evidence of 630 witnesses which, together with the arguments of counsel and others, filled almost 23,000 pages of transcript. More than 1,200 exhibits were filed. In the course of his inquiry the Commissioner inspected rehabilitation centres in Toronto, Montreal, New York, San Francisco, Los Angeles and Orange, N.J.

Consideration of the various issues raised involved not only a detailed examination of every phase of the Board's administration but also a discussion of the history and fundamental principles of the Act.

The report contains a discussion of the two alternative methods which may be used in compensation administration in arriving at the amount of compensation payable for an injury (compensation based solely on loss of physical function or compensation based on wage-loss), explains why, in the Commissioner's judgment, requests for payment of compensation for disability on the basis of 100 per cent of earnings cannot be justified, and gives reasons why increased benefits should not be made retroactive.

Blanket coverage of all occupational diseases was rejected as being in no way superior to the present method of scheduled coverage. The whole field of silicosis was reviewed and the Commissioner recommended that the system of medical examination similar to the one required in metal mines should be made obligatory in coal mines.

Because of the problems posed by recurring medical disputes, the Commissioner recommended that in the public interest a permanent three-man Medical Appeal Board should be established with jurisdiction to decide disputed questions of diagnosis and of the extent of a workman's functional disability.

Charges that the Board had not exercised leadership in accident prevention made it necessary for the Commissioner to examine all phases of the Board's safety work and the Board was commended for its long-continued efforts in this field.

Because the Sloan report contains much information of interest to workers and employers concerned with workmen's compensation, it has been reviewed, by the Legislation Branch, Department of Labour, in as much detail as possible. This is the second of two instalments; Instalment I appeared in the April issue, p. 552.

The second division of accident-prevention lies in a related but different field. This involves factors operating on the physical and material plane and which are subject to the imposition of controls and regulations, the enforcement of which are backed by the power of the State to impose punishments for their non-observance...

Men cannot be made safety-minded by legislation. Unless there is the will to safety, all the regulations in the world will not by themselves prevent accidents. Alternatively, the desire to minimize hazards needs as its aid the promulgation and enforcement of fundamental regulations governing the operations of machines and the conduct of men. These two essentials must both be present in order to have and maintain an efficient accident-prevention program.

Three groups are responsible for the development of an accident-prevention program, the Commissioner stated: the State, speaking through administrative agencies such as the Workmen's Compensation Board, management and labour. Of these he felt the State has the primary responsibility for instilling into management by education and guidance the necessary inspiration to institute and maintain adequate safety programs.

Summing up in regard to management-labour relations in this field, he said:—

> Success of any accident-prevention program, assuming it to be intelligently designed to meet the causes of injury when understood, depends on safe working conditions and upon an active, educated and management-directed co-operation between management and labour, such as joint safety committees, training of supervisors, job training for workmen, job assignments, and pre-assignment physical appraisal.

In his view, the function of a governmental agency such as the Workmen's Compensation Board is to assist actively in the intelligent design of the program by promulgation of necessary safety regulations, by leadership and guidance in the educational field, in the use of all propaganda media, by the efficient use of inspection services, and by the imposition of reasonably severe penalties against both labour and management when the occasion requires such action, as a punishment of the wrong-doer and as a deterrent to others who persistently violate safety codes and the Board's directives. The Board's function should also be to provide consultive services, when beyond the practical or economic means of an industrial operation, to otherwise obtain and to serve as a clearing-house for the accumulation and dissemination of statistics, experiences and information.

The Commissioner then proceeded to examine the record of the Board. Relevant excerpts from annual reports of the Board beginning in 1918 indicated that for many years the Board has been conscious of the need for an adequate program of accident prevention and "has pioneered the path" in the province. A review of the Board's extensive educational activities through the years, including the distribution of circulars, literature and posters, the use of films, the public activities of the Commissioners and the Chief Inspector, the issuance since 1940 of a monthly statement for the logging industry showing principal types and causes of accidents, and the founding and encouragement of independent private voluntary safety organizations to function within the community as a whole, e.g., the B.C. Safety Council, led the Commissioner to conclude that the first complaint—a lack of Board leadership—was unfounded.

> From the foregoing activities in the field of education and guidance in the development of a safety consciousness in both management and labour and from a consideration of all the other evidence

Major Recommendations of Sloan Report

1. An increase from 66⅔ to 70 in the percentage rate of earnings used in computing compensation.
2. An increase from $2,500 to $3,600 in the maximum amount of annual earnings on which compensation is based.
3. An increase in funeral allowances and in monthly benefits to widows and other dependants. Payment of hospital insurance premiums of widows and orphans from the Accident Fund.
4. Removal of limitation on Board's annual expenditure for rehabilitation work.
5. Compulsory coverage of farm workers.
6. Elective coverage of domestic servants.
7. The creation of a Medical Appeal Board.
8. Annual physical examination and issue of certificates of fitness for workers in coal mines.

NOTE: The first four of these recommendations were implemented by the British Columbia Legislature at the 1952 Session (L.G., June 1952, p. 783).

before me, including the mandatory formation of joint safety committees and their functioning, the awakening of labour unions to their responsibilities and many other circumstances too numerous to mention in detail, including, for instance, certification of men using blasting-powder, I have reached the conclusion that in this phase of accident-prevention the Board, through its officials and especially by reason of the long continued efforts of Mr. Francis, has demonstrated a praiseworthy, conscientious and intelligent devotion to its obligation.

Tangible results are always slow in following these endeavours. The acceptance of the necessity for safety programs is of slow growth. The seed takes years to come to fruition. From about 1945 onward, results of an awakened interest can be seen in the reduction of accident-frequency rates...

I am also satisfied that this effort has brought about a better understanding of the problem by both management and labour and a spirit of co-operation engendered that will redound to the common good. I would be remiss, perhaps, if I did not record that the evidence before me shows intense interest in safety programs has been demonstrated by the logging, pulp and paper, and sawmilling industries, with excellent results being achieved through an intelligent and willing co-operation between management and their respective unions. In these groups I would also add the Railway Companies and the Railway Brotherhoods. The bigger the operation, the better the program. In my opinion, the evidence points to the Board as a very real and active factor in this development. The small operators present, as yet, a very real and pressing problem.

In discussing the second phase of accident prevention, the making and enforcing of safety regulations, the Commissioner reviewed the work of the Inspection Service and placed on the record some of the highlights of the activities of the Board's inspectors, eight of whom testified at the inquiry.

He outlined the duties of the Safety Department of the Board as follows:—

> The task of the Safety Department of the Board is to prevent accidental injuries to workmen in all industries covered by the Act by correcting unsafe practices and conditions revealed through inspection of premises and by investigation of accidents, and also by publicizing the humanitarian and economic advantages of accident-prevention efforts, to develop and maintain interest by management and labour in the problem.

The Accident Prevention Staff consists of the Chief Inspector, office staff and 21 field inspectors. Three dust inspectors inspect mines and other premises where a silicosis hazard exists and an industrial hygienist investigates conditions related to all industrial diseases, exclusive of silicosis.

The Board requirements in choosing inspectors are stringent. In every instance extensive experience in the industry to which an inspector is to be assigned is required as well as in most cases a great deal of supervisory experience, together with acceptable personality and knowledge of human behaviour. Each inspector is given the opportunity to broaden his knowledge and ability.

No attempt is made to inspect every industrial operation annually but where serious hazards exist, several inspections are made each year. Of a total of 277 different types of industry, 78 have serious hazards, 121 only moderate hazards and 78 subclasses have practically no hazard. The Board's greatest efforts are concerned with the firms having a serious accident threat. For every industry the Board has at least one inspector who has had some practical experience in it and is familiar with its safety problems. A number of inspectors are qualified in several different fields. Consulting as well as enforcement services are carried on.

Of the heavy burden devolving upon the Board's inspectors, the Commissioner had this to say:—

> Inspectors travel to the most remote parts of the province, wherever men are working regardless of means of transportation, weather conditions, or available accommodation. Hours of work are not considered. Days are spent inspecting premises. Evenings and week-ends are used for meetings, writing reports, or travel.
>
> During 1949 the inspection staff covered approximately 80,000 miles by car, 3,000 miles by chartered aeroplane, 7,000 miles by chartered boat, in addition to the use of public transportation systems by air, water and roads. Many miles were walked on trails, roads, and railways, often with a pack-sack and sleeping bag.

Concerning the evidence of the inspectors who were described as "efficient, practical, hardworking, and sometimes overworked officers of the Board," the Commissioner stated:—

> It is abundantly clear, even from the short excerpts I have made from the evidence of the inspectors that they are highly qualified men with an excellent record of performance. Although I placed their duties arbitrarily in the "material" division of the Board's efforts toward accident-prevention, there can be no doubt that they have all contributed widely and wisely to the development of the safety idea both in management and labour.
>
> The quoted evidence is by no means an exhaustive description of their multitudinous duties and their performance thereof. Viewing the evidence as a whole, this branch of the Board is a credit to it.

Accident Prevention Regulations

The revised Accident Prevention Regulations of the Board adopted in 1950 were described by the Commissioner as more

comprehensive than those of any other province. In addition to several informal discussions with labour and management representing various industries, public hearings were held to consider revision of the regulations concerning the construction, logging and wood-products industries. The care taken in their preparation is shown from the evidence of one of the logging inspectors:—

> I would like to say something about the Accident Prevention Regulations, which I consider to be the finest in evidence anywhere. The Regulations have been added to and changed a great deal since the early days to meet changing conditions but they have all been the result of myself and the other inspectors going around in the woods with notebooks talking to superintendents, operators and loggers, writing down their suggestions, comparing them with other places, investigating accidents, and then talking it over with the others to see what would make a good practical regulation to cure the bad condition. Most of the Regulations in the book are actually based upon some Regulation which was brought in at the time because of a particular accident, and it is for that reason that the work of inspectors in going to inquests and investigating serious accidents is so important.

Enforcement

The Board has power to impose penalties for breach of its regulations in five ways, namely: (a) stop orders; (b) penalty assessments; (c) charging accident cost to employer; (d) disallowance of claims by workman; and (e) fines by court proceedings. The Commissioner dealt with each of these in turn.

The Board's minutes show a record of 53 official stop orders issued between 1931 and 1950, shutting down an entire operation when it was shown that the safety of workmen was threatened. In addition, inspectors have issued at least 100 on-the-spot stop orders a year over this period without a Board resolution. In so doing, the Commissioner considered that they acted without statutory sanction since Section 59(2) confers this power on the Board alone. He recommended that the section be amended with retrospective effect to authorize inspectors to issue interim orders, effective for a period not exceeding five days. During this period the Board might affirm, modify or reverse the order.

Under Section 37, the Board has power to enforce compliance with its regulations and the orders of its inspectors by charging the employer a higher assessment rate. Where Accident Prevention and First Aid Regulations have been complied with, the preferred rate applies, that is, one-half of one per cent less than the regular rate. In case of non-compliance, however, a firm is placed on the regular rate. If it still does not comply with the Board's orders, further increases are imposed. Increases in rates are not regarded as a licence to operate under unsafe conditions. If the hazard is serious, stop orders are issued. The method of penalty assessments is being increasingly used by the Board. Its files indicate that in 1949 a higher rate of assessment was imposed in 374 cases and in 1950 in 485 cases.

When a workman is accidentally injured, the Board has power to charge his employer with the cost of the accident under Section 43 when the accident was due to the employer's gross negligence or his failure to adopt reasonable means for the prevention of accidents or to comply with the regulations or directions of the Board. In such cases, the employer is notified that the Board is considering imposing a penalty and he is given a hearing before it to show cause why it should not be done. The Board's records show that since 1932, 15 firms have been charged with accident costs under this section.

Section 7(3) states that no compensation is payable to an injured workman when the injury is attributable solely to his serious and wilful misconduct. During the period January 1, 1942, to October 31, 1950, 326 claims were rejected because of the workman's non-compliance with the regulations.

Higher Fine Recommended

In discussing fines by court proceedings, the Commissioner stated that in the 1945 revision of the Accident Prevention Regulations the penalty section providing for a fine of $50 for non-observance of the regulations was deleted but that it was again inserted in 1950. In his opinion, a fine of $50 was not of much consequence in cases of flagrant and persistent refusal to obey the Board's regulations and he recommended an amendment increasing the maximum penalty to $500.

The Board invoked the penalty section of the regulations in 1951 when it laid charges against the rigging-slinger in charge of a logging operation on which a fatality occurred. The man was convicted on two charges and fined. The Commissioner saw no reason why the aid of the courts should not be invoked when there was a breach of the regulations by men on the supervisory level. In almost all serious accidents some regulation has not been observed, he stated, and the top man of the job should be held responsible and penalized for not carrying

out his duties of supervision. An analysis of 28 fatal logging accidents in 1950 indicated non-observance of the Board's regulations by supervisors in 18 instances.

Divergent opinions were expressed on the question of whether or not the Board should prosecute a recalcitrant workman. The view of most witnesses was that the Board should not itself seek to discipline a workman. It was felt that this was the obligation of management and supervisors working in co-operation with union leaders.

The Commissioner felt, however, that when the circumstances justify it the Board should not hesitate in the exercise of a wise discretion to prosecute a workman for deliberate and persistent violations of the regulations. He pointed out that a number of the regulations directed to the workman are not solely for his own protection but are for the protection of his fellow-workmen as well. It seemed to him that the Board could and should exercise its police powers against an individual workman who believes it is his inalienable right to so conduct himself at his work that his death, and perhaps that of his fellow-workmen, is the inevitable result of his refusal to abide by safety regulations.

The Commissioner stated that he could appreciate the difficulties faced by management where the discharge of a workman would result in union opposition and the invocation of the grievance procedures in collective agreements. A solution for this situation, suggested by a member of the Board, was that a provision should be included in collective agreements that in effect would state that a workman shall not be guilty of a breach of the agreement if he refuses to work under conditions which contravene the Board's regulations, and that, on the other hand, would protect an employer who discharges a workman for failure to observe these regulations by refusing him the right to seek the aid of the grievance committee. The Commissioner, after consideration, expressed the opinion that this provision should be given statutory recognition and made mandatory. He felt that it would strengthen the hands of both management and labour in the enforcement of safety regulations.

The Commissioner summed up his attitude towards the Board's obligation to institute prosecutions in these words:—

> The power that regulates is the power to enforce these Regulations. In the final analysis that is a power which cannot be delegated. Neither is it a power that should find its sole expression in persuasion. The foundation of power is the legalized right to inflict punishment when the circumstances rightly and properly demand that such action should be taken. To reach any other conclusion is to interpret the Board's Regulations as the mere manifestation of wishful thinking, instead of concrete expressions of the will of the State governing human conduct for the general good and welfare of men exposed to the hazards of our industrial economy.

The Commissioner's conclusions on the second complaint were that the Board had not been lax in enforcing the safety regulations. He thought, however, that its position would be strengthened by:—

(1) Appointing more sawmill, logging, heavy construction and dust inspectors, with the result that more frequent inspections would tend to lower accident-frequency rates.

(2) Making it mandatory for all employers under the Act to supply the Board with particulars of man-hours of exposure in order to facilitate the preparation of accident-frequency statistics.

(3) Encouraging inspectors, where practicable, to be accompanied on a plant tour of inspection by a nominated labour member of the plant joint safety committee. He recommended the adoption of these measures.

Overlapping Jurisdictions

Another matter which the Commissioner considered was that of overlapping jurisdiction between the Board and the inspection services carried on by other Government agencies under various statutes. The latter are designed to protect both workmen and the general public. It seemed to him that neither a mandatory consolidation of all existing inspection forces under one head nor a loosely knit system of voluntary co-operation in the midst of divided authority provided an answer to the problem.

Suggesting that "something between the two would seem to be the most suitable answer", he proposed that the Act be amended along the following lines:—

> Notwithstanding anything contained in this and any other Act, the Board may enter into an arrangement with any Minister of the Crown in the right of the Dominion or Province whereby Inspectors in the employ of these Governments or agencies thereof may, when deemed necessary in the interests of safety and accident-prevention, be authorized and required to carry out the duties and responsibilities of an inspector under the "Workmen's Compensation Act" for the purposes of that Act, and every inspector in the course of such duties and responsibilities shall be under the direction and control of the Board.

The Commissioner went on to say:—

> I have included therein inspectors under the jurisdiction of the federal Government, having in mind those appointed under the "Canada Shipping Act". Longshoremen working on ships loading and unloading cargo, carpenters lining grain-ships, and such like are under our Act and are entitled to compensation when injured while engaged in such occupational duties aboard ship. The Board's inspectors are permitted aboard ships to inspect the hazard of such working conditions by courtesy. As the Board has a responsibility to these men, it seems to me they should be in a position to exercise some control, and the proposed amendment is designed to that end.

Comparison with ILO

Before leaving the subject, the Commissioner referred to Recommendation 31 of the International Labour Organization which sets out the ILO standards with respect to accident prevention. A comparison between the ILO Recommendation and what the Board has done, set out in a table in the report, indicates that the Board has not only fulfilled but exceeded in many instances the ILO standards.

First Aid

In his discussion of the Board's First Aid Department, which consists of a first aid supervisor, an assistant, office staff and two first aid instructors in the field, the Commissioner compared the first aid requirements of the British Columbia Board with those of other jurisdictions and found that the Board had established higher standards than those in effect in any other province. It appeared also that its standards were as good as, if not better than, those of the neighbouring states of Washington and Oregon. This resulted from a change made in 1931 when the Board assisted in organizing the Industrial First Aid Attendants' Association of British Columbia. Under the new system, the Association undertook to give a more comprehensive training than that previously given by the St. John Ambulance Association.

Since 1935 the St. John Ambulance Association has taught similar courses in accordance with Board requirements. Instruction in first aid is given, therefore, by both organizations. A board of examiners consisting of three medical doctors and a layman approves the syllabus of instruction of each organization and examines candidates for certificates of efficiency in industrial first aid in any of its various grades. The Board of Examiners recently adopted a book on practical first aid written by a Board doctor and published in 1950. Candidates are also examined on the material contained in the booklet entitled *The Early Recognition and Treatment of Shock* issued by the National Research Council of Canada.

The Board's First Aid Regulations have been steadily improved. A general revision in 1949 was adopted after review for some months by representatives of industry, first aid men, doctors and safety directors. Factors governing the drafting of the regulations have been the hazard in the particular industry, the number employed, the distance from the doctor, and the communications between the undertaking and the doctor or hospital. In specifying the type of first aid kit and equipment which an employer must maintain, the Board has laid down minimum requirements only, which may be added to as the circumstances demand, and has sought to ensure that the equipment embodies the latest and best devices and materials.

The Commissioner then dealt with the request that first aid attendants should be trained to administer plasma, oxygen and narcotics to men injured in the logging and lumbering industry to prevent the onset of shock. After analysing the reasons for the objections of the medical profession against their use and placing these objections against the possibility of saving lives, he came to the conclusion that the training of first aid attendants should include when, how, and how much plasma should be used; the use of narcotics, subject to control by regulation; and the administration of oxygen. He considered that employment of first aid attendants should be made mandatory by the Board in all hazardous industries employing 75 men or more when engaged in an operation 10 miles travelling distance from the nearest hospital or doctor.

The Commissioner pointed out that the use of oxygen does not present any problem. The administration of a pain-relieving drug such as morphine by a first aid attendant is forbidden by the Opium and Narcotic Drug Act, which makes it an offence to have possession of drugs except under licence. Commenting that, as a result, the first aid attendant is permitted to give a suffering man nothing stronger than an aspirin tablet, the Commissioner stated that it was time that something was done "to relieve this deplorable and entirely unnecessary human suffering".

It was his opinion that, under the powers conferred on the Governor in Council to make regulations, a practicable scheme could be worked out to permit the use of drugs by first aid attendants with whatever safeguards might be thought requisite as to the amount that might be kept on hand, the obligation to report its use, and the maximum dosage to be given.

With respect to possible danger from the use of plasma, it appeared to the Commissioner that no great harm could be done if the amount given were limited to a pint, if first aid men were given proper training in diagnosis of shock and in the technique of administration, and if its use was restricted to isolated areas where doctors are not readily available.

It was the Commissioner's view that first aid attendants should be afforded a higher status than they now enjoy in industry, and he remarked that

> An injured logger would have a great deal of added faith and confidence in the assistance rendered him by a man with more camp prestige than that enjoyed by a man who sweeps the floors, makes the beds, and does other menial jobs. The psychological aspect of this matter cannot be altogether ignored.

The regulations require that a first aid man "shall devote himself exclusively to first aid work, or that work coupled with any other work of a nature which enables him to be in as clean and sanitary condition as is practicable and to remain within reasonable proximity of the first aid equipment or first aid room if one is required." First aid men with no other duties are employed only in the larger camps. The smaller camps generally have first aid time-keepers, first aid bed-makers, or first aid bull-cooks. The Commissioner felt that every encouragement and aid should be given first aid attendants to raise their status by more extensive training until they might perhaps acquire a semi-professional standing, and that the job of first aid attendant could well be combined with accident-prevention work in a plant.

Recommends Telephones

It was suggested that the Board should make it mandatory for crews working in the woods to be connected with the camp by telephone so that transportation could be rushed to bring an injured man to the first aid room. The Commissioner felt that serious consideration should be given to this suggestion. He pointed out that portable radio transmitters were not expensive and would perhaps be of value.

Regarding the suggestion that a helicopter service be established by the Board, he thought that the cost of any such service, if it were organized, should be borne by the state and that it should be made available to all residents of remote areas needing hospital attention. He noted that an air ambulance is operated by the Government of Saskatchewan.

Safety inspectors of the Board serve as first aid inspectors and inspect first aid kits and rooms. From 1943 to 1949, 6,513 written orders relating to first aid were issued by inspectors and from 15,000 to 20,000 were issued directly from the Board's office.

In addition to inspection, each employer is required to send to the Board an annual First Aid Service Report. This form is dealt with by the First Aid Department and if it is found that an employer is not complying with the First Aid Regulations, he is so advised and corrective action is asked. If an employer disregards the Board's warnings or fails to carry out the inspector's instructions, the Board, on the recommendation of the First Aid Supervisor, may raise the employer from the preferred rate to the ordinary rate of assessment. Although it is the policy of the Board to seek in every way to persuade an employer to comply with the regulations before raising the assessment rate, it does use this method and in 1950, 356 employers had their assessment increased.

Over the years and particularly since 1935 the Board through its circulars and posters has sought to inform employers of the special hazards or problems which would confront their first aid men and to make them aware of new techniques.

With the tremendous growth of the lumbering industry in the north country, the Board found it necessary to give correspondence courses in order to have qualified first aid attendants for the many small operations within this territory. Since 1947 instructors engaged jointly by the Board and the St. John Ambulance Association have conducted first aid classes in many centres. In July 1951, 106 candidates were being trained in the area around Prince George and 50 in the vicinity of Kamloops.

In June 1951, the number of valid Industrial First Aid certificates was as follows: AA, 221; A, 877; B, 681; C, 524; total, 2,303.

A scheme for the training of first aid men in the woods, undertaken through the co-operation of the Board, the B.C. Loggers'

Association and the executive of the International Woodworkers of America, was put into effect in January 1948, after a survey of similar training in Washington and Oregon. Instructors have conducted classes all over the province. About 7,000 men have received some training and some 3,500 have been granted St. John Ambulance certificates. The Commissioner commented that this training will probably become a permanent institution.

After referring to the attention given by the Board to first aid in the logging industry and to its earlier efforts in the building of the Alaska Highway, in war work in the shipyards, and in inspections of the waterfront, the Commissioner stated that "I have reached the conclusion that the First Aid Department of the Board deserves praise for the manner in which it is carrying out its duties".

Industrial Hygiene

The report noted that British Columbia is the only province in which the Workmen's Compensation Board directly supervises industrial hygiene. In 1942 he had suggested that the Board organize "a Bureau of Industrial Hygiene as an integral part of accident and industrial disease prevention in the province", and in 1946 the Board set up its Industrial Hygiene Division. Its function is to make industry-wide investigations where thought necessary and bring in regulations as may be required, to investigate particular plants and see that unhealthy conditions are remedied, and to advise the Board doctors in claims for compensation by reason of exposure to toxic materials.

The Commissioner found that the Division was adequately staffed but that with the industrial growth of the province it would before very long need to be expanded. Noting that under Section 36 an annual grant of not more than $50,000 may be made from the Consolidated Revenue Fund towards the expenses of administration of the Act, and that the only contribution made by the province to the Board was an initial grant of $10,000, the Commissioner recommended that the section be amended to permit an annual grant to be made to the Division of Industrial Hygiene. His reason for so recommending was that future activities of the Division, when expanded, would include a consultative service of benefit to industry in many related fields of industrial hygiene, and, as such a service would be in the public interest, the state should bear some part of the cost. In Ontario, the Industrial Hygiene Division is financed by the state and not by industry.

The Commissioner suggested that, since a number of men suffer each year from various forms of contact dermatitis which might be prevented if they used reasonable precautions such as wearing protective clothing and washing the hands frequently, a more extensive educational program relating to the causes and prevention of industrial diseases should be undertaken by the Division.

Rehabilitation

The Rehabilitation Department was opened in 1942, with a staff of one doctor and 15 physiotherapists. Now staffed by five doctors and 40 therapists, it treats an average of nearly 500 patients a day. It is realized that the present accommodation must be enlarged and plans are under way for the construction of a new building.

Concerning the clinic, the Commissioner said: "I was impressed by the equipment at the Vancouver Clinic. With due allowance made for its comparatively small quarters, the Vancouver Clinic measures up very well when compared to the Ontario Rehabilitation Centre at Malton". In his opinion, the Board should give serious thought to the placement of beds in the new Rehabilitation Centre pointing out that the Ontario Centre is divided into two sections, a 120-bed hospital and a clinic. It thus has the advantage of treating patients at an earlier stage than the Vancouver Clinic. The Commissioner went on:—

> I am not unmindful of the present cost of supplying this need, but it seems to me reasonable to assume that as this province continues to grow in population and prosperity, the end result will in time justify this expansion. All I am suggesting at the moment is that at present we should anticipate future needs and the plans be so draughted with an eye to the future. I have no doubt the Board members feel the same way about it.

Referring briefly to the 1951 National Conference on the Rehabilitation of the Physically Handicapped, the Commissioner observed:—

> I have no doubt the Board of this province is ready, able and willing to participate in an integrated program of

rehabilitation such as that envisaged by this National Conference. When the aspirations of the Council are translated into reality, the problem of adequate hospital and other facilities for rehabilitating injured workmen in this province should be resolved without too much difficulty.

At present the cost of physical rehabilitation of injured workmen is chargeable to the Board's Medical Aid Fund and thus is paid for by industry. Financial assistance from the state, either federal or provincial, to a National Rehabilitation program should result in an expansion of the Board's present rehabilitation activities without directly assessing industry therefor.

As regards vocational rehabilitation, the Board has been authorized since 1943 to spend up to $75,000 annually "to aid in getting injured workmen back to work and to assist in lessening or removing any handicap resulting from their injuries".

The Commissioner noted that training facilities had been expanded in recent years. Of particular importance was the opening of the Vancouver Vocational Institute in 1949 at which classes are given in 25 trades. Other facilities used have been the St. John Ambulance Association, the Industrial First Aid Attendants' Association, commercial schools and training-on-the-job. From August 1943, to June 30, 1951, a total of 3,303 claimants was referred to the Department. Of these, 2,203 were successfully rehabilitated, 796 were not rehabilitated and 304 cases were still on file. The report notes that the average cost per man works out to about $335.

Recognizing that rehabilitation should begin as soon after the injury as practicable, one of the Board's counsellors visits the larger hospitals in the Vancouver area weekly. After discharge from hospital the claimant is interviewed many times. The Commissioner considered that too much emphasis cannot be placed on this phase of rehabilitation work and in this connection he found that the previous experience of the Board's Rehabilitation Officer and four counsellors had served to equip them to understand the problems of the handicapped.

Since the workman's attitude toward rehabilitation is determined in the main by the person to whom he is referred for guidance and counselling, the Commissioner felt that

> The Counsellor must become an expert in human relations, seeking to make those handicapped cognizant of the resources within themselves and within their community. . . . Quite frequently it has been found that it is impossible to plan for vocational goals for a handicapped workman until problems in the psychological and social areas have been solved, and unless this philosophy is recognized, it is not always possible to establish that rapport with the man which is essential to his effective rehabilitation.

In considering the question of job placement of handicapped men by the Rehabilitation Department and other agencies working towards the same end, such as the National Employment Service, the Commissioner included in his report an excerpt from the book *New Hope for the Handicapped,* a study of rehabilitation from "bed to job". In this book the authors, Dr. Howard A. Rusk and Eugene J. Taylor, both leaders in the field, demonstrate that although industry as a whole has discriminated against disabled workers because of assumptions that they are less efficient and more accident-prone, the strongest supporters of the utilization of physically impaired workers have been the concerns that have hired large numbers of handicapped workers.

The book points out that

> the factors of training, experience, personality, temperament and the other elements that go to make up the individual are the factors that account for the success of anyone on a job. In only two of these factors does the handicapped worker vary from the able-bodied. The first of these is his physical disability, which has no effect on his ability to perform a task if he is placed selectively on the right job. The second is that he has over-compensated skills that he has developed because of his disability.

The Commissioner decided that the work which the Board is trying to do through its Division of Vocational Rehabilitation should not be circumscribed by the restriction of its expenditure to $75,000 annually and, as requested by various unions, he recommended that the amount to be spent should be left to the discretion of the Board. Industry did not disagree with this suggestion.

Other recommendations of the Commissioner concerning rehabilitation were that further counsellors should be engaged to visit and assist injured workmen in various parts of the province; that one counsellor should be an amputation case of the character of William Gray (who appeared as a witness and who demonstrated "what can be done by a disabled man with a will and courage") to aid other amputation cases to overcome their handicap; and that the services of counsellors should include advising orphans and children dependants of workers killed in industry with respect to becoming established in a suitable occupation. The Board should have authority, the Commissioner suggested, to provide financial assistance to such young people so that they might attend vocational training schools.

Trail Smelter

Submissions were made by the International Union of Mine, Mill and Smelter Workers, Local 480, with respect to specific hazards in connection with work at the Trail smelter and other operations of the Consolidated Mining and Smelting Company of Canada.

One of these was lead poisoning due to the large amounts of lead-bearing dust and fume produced in the smelting process. The union's contention was that the Board had not taken the necessary steps to see that hazardous conditions causing lead absorption were corrected. It urged, too, that lead stippling should be regarded as an industrial disease and that men who are transferred from lead areas to non-hazardous areas because they have showed symptoms of lead absorption should be compensated by the Board for the resulting wage-loss.

It was pointed out in the evidence that the accepted methods of dealing with the problem were to prevent, as far as practicable, the escape of dust and fume into the air, to provide protective equipment for the use of workmen, and to develop a system of medical control.

The Commissioner did not find that the Board had been remiss in its duties in relation to the lead hazard at Trail. It was generally conceded that a dust-hazard exists because the plant, much of it over 40 years old, does not lend itself to the introduction of modern ventilation and engineering equipment. It was expected, however, that much of the difficulty would be overcome with the construction of a new smelter, which should be completed in 1953. In the meantime, it was clear that the company has taken steps to reduce dust concentrations in places where the hazard is unduly high. It has, in addition, a system of regular medical examinations of employees and provides respirators of the most improved design, approved by the U.S. Bureau of Mines, for use by the men in dusty areas.

The Commissioner outlined the procedure followed by the company with respect to tests for "stippling", which are used to find out the individuals who are absorbing lead in amounts likely to cause lead poisoning. He understood "stippling" to mean blood-cells with dots or flecks which, because of lead absorption, are stainable by basic dyes. Two weeks after an employee begins work in a lead-hazard area, he is called in for a test. Subsequent tests are given periodically, depending on the degree of hazard involved and the results of the tests.

As a result of repeated tests and check-ups, 180 men were transferred to non-hazardous areas between January 1949, and July 1950. Many, if not all, were then employed at lower wages because the average rate is higher in areas of higher hazard. The Commissioner did not consider that these men were entitled to compensation. They voluntarily undertook to work in the lead area because the wages are higher and promotion is faster. It is to their physical benefit that they should be moved if they are susceptible to lead in order to prevent the absorption from being serious in effect. In his opinion, they are suffering from neither accidental injury nor occupational disease but are simply constitutionally unfitted for the work in that particular part of the plant.

Men who absorb sufficient lead to bring about symptoms of lead poisoning receive compensation. Only two lead claims involving more than time-loss have been filed with the Board since 1942.

The only matter on which the Board might act, according to the Commissioner, was the neglect of the workmen to wear respirators. It was shown that a company order was practically ignored. Only about 10 per cent of the workmen exposed to hazard wear respirators and the remainder leave them hanging around their necks. The Commissioner felt that this should be the subject of consultations between the Board and the company, with a view to remedying the situation as far as practicable.

Appointment of Advocates

The International Woodworkers of America (B.C. District Council No. 1) requested that "provision be made in the Act for the appointment of advocates, instructed to assist claimants in the presentation of their claims for compensation, and that such officials be given access to the files of the board".

Much of this sort of work is now done by union officials and with favourable results in many cases. The union's request and the Commissioner's resulting recommendation were based on the successful experience of pensions advocates in the Department of Veterans Affairs.

The Commissioner recommended that the Act should be amended to permit the appointment of an advocate in Vancouver and a deputy advocate in Victoria. They should be members of the Bar and should be appointed by the Lieutenant-Governor in Council on the recommendation of the Attorney General. In general, their duties would be to assist claimants in (a) establishing a claim; (b) reopening a claim or rejected claim for review on new facts; (c) preparing and presenting an appeal to the Medical Appeal Board. The Board's files should be at the disposal of an advocate. He should be paid by the Attorney General's Department on such monthly salary basis as may be deemed reasonable. The Commissioner stressed the necessity of the advocate being completely independent of the Board and having nothing more than a professional and objective interest in the claimant.

Workmen's Compensation Board

The Commissioner's comments regarding the Workmen's Compensation Board were as follows:—

> During the inquiry it became necessary for me to examine in detail almost every phase of the Board's administration because of the nature of the complaints I was compelled, by the terms of the Commission, to consider. . . . From the massive body of evidence adduced, it is my considered opinion that the Chairman and Members of the Board are conducting its affairs in a highly commendable manner.
>
> The administrative machinery is well organized and functions efficiently in the vast majority of cases. An organization that handles approximately 70,000 claims a year is bound to run into difficult and problem cases concerning which its judgment might be called into question by those who are affected thereby. It is those types of cases which were brought before me.

Regarding its public relations, the Commissioner's impression was "that the general attitude of workmen and labour unions is more friendly and cordial to the Board than in 1942. There are, of course, some focal points of bitterness existing, but the general 'tone'—if I may so express it—indicates a decided change for the better".

Both industry and labour representatives considered that the salaries of the Chairman, board members and executive officials were not commensurate with their responsibilities. The Commissioner agreed and recommended that substantial increases be provided.

Seventeen amendments to the Act of a general nature were requested by the Board. In the Commissioner's view, they were sound in principle and he recommended their adoption by the Legislature.

German Co-determination Law Analysed

Analysis of recently-enacted Shop Constitution Law of West German Federal Republic, which reintroduces provisions for protection of labour abolished by the National Socialist regime, is reviewed here

Industrial workers in the West German Federal Republic have been given limited rights of "co-determination"—participation in management decisions—by the recently-enacted Shop Constitution Law *(Betriebsverfassungs Gesetz)*.

In the main, the act reintroduces and strengthens provisions for the protection of labour which had been in effect at the time of the Weimer Republic and were abolished during the National Socialist regime.

According to an analysis of the act, published by the German American Trade Promotion Office, New York City, the new Shop Constitution Law attempts to avoid "the process of bureaucratization and degeneration which marked the prior experiment". Its aim is to strike a balance between the claims of labour on the one hand and of employers on the other. Consequently, the rights and obligations of both are clearly defined. The right of management to establish its own policy is preserved and the actual participation of labour in management decisions is restricted to specific instances.

Under the new act, a "workers' council" must be set up in any enterprise having

more than five employees. To ensure that these councils are run on democratic lines, certain conditions are laid down governing their operation. The functions of the councils are threefold, involving joint action with management in solving what are described as (1) the "social task"; (2) the "personnel task" and (3) the "economic task" of the company.

Social Task

Grouped under the social task are all questions relating to the internal affairs of the shop, such as maintenance of order, health and safety, factory rules, welfare and vacation plans.

The new act departs from the 1920 statute in limiting the right of co-determination of the council to the internal affairs of the shop and expressly withdrawing all problems regulated by statute or collective bargaining. Jurisdiction does not extend to wage determination or other matters usually covered by union contracts; determination of wages rests exclusively with the unions.

Where management and the workers' council fail to agree on matters within the scope of the social task, management is free to put into effect its own solution. The workers' council then has recourse to a board of arbitration. If, after mediation, the board fails to reach an amicable solution, it is empowered to impose a final decision.

Personnel Task

Under German law employment contracts are not terminable at will. Depending upon various circumstances, the law of master and servant requires advance notice of termination ranging from two weeks to six months. Dismissal without notice is permitted only for "just cause". Even if the job or the enterprise as a whole should be discontinued, employers are not relieved from the obligation to pay wages for the requisite period. As the protection provided by law is considered ample, workers' councils do not have the right of co-determination in problems of dismissal. Their sole prerogative in this field is the right to be informed of measures taken by management.

As with dismissals, jurisdiction in hiring and in re-defining employment duties remains with management, "which bears the business risk". In all cases, management's decisions are effective without the consent of the workers' council. The council received only a limited right to judicial review of specific measures on clearly defined statutory grounds.

Economic Task

The right of labour to participate in business decisions was warmly contested during the debate on the new legislation in the German Parliament and a compromise, largely inspired by the precedent set by British production committees, was finally adopted.

Basically, the new statute tends to improve labour-management relations and to give added incentive to workers through participation in planning and development, while preserving fully management's final say in all matters of business policy.

To protect management's legitimate prerogatives, in the case of enterprises with 100 or more employees the right of co-determination is invested in a special "economic committee", half of whose members are appointed by the workers' council and half by management.

The economic committee is entitled to be kept regularly informed concerning production and labour methods, the economic condition of the enterprise, turnover, and all events and transactions affecting the employees' interests.

The workers' council itself, however, exercises the right of co-determination, through procedure before a board of arbitration, in the following situations: mass lay-offs, transfer or merger of the business, fundamental change in the nature of the business and introduction of basically new methods not necessitated by market conditions or industrial progress.

Labour Representation on Board of Directors

Equal representation with ownership on the board of directors was pressed by labour but was not embodied in the statute. Only minority rights in certain large enterprises were granted. Organizations which are not of a corporate or quasi-corporate nature are not required to grant labour any representation in management. Even stock corporations are exempt if all of the stock is owned by one individual or one family.

Eligibility to serve as a labour representative is determined by the statute, which attempts a compromise between union demands and objections raised by management. Where labour is entitled to representation by one or two members only —in the case of a board which has not more than six members—the designees must come from the shop. Where the number of directors exceeds this minimum, labour may be represented by outsiders. Thus management can exclude representation by union officials by limiting the number to

six. Concerns incorporated outside of Germany are altogether exempt from the requirements of labour representation on the board.

"On the whole," the analysis concludes, "the statute presents a healthy compromise, tending to foster and promote peaceful and constructive co-operation within the enterprise rather than to stress the opposing interests of labour and management. It is believed that the act affords a sound basis for co-operation between labour unions and workers' councils on the one hand and management on the other, and that the new pattern will operate smoothly and to the advantage of all concerned."

Profit-Sharing, Joint Management Strike Issues at Belgian Plant

The worker's right to share in the profits is the main issue in a strike in progress since December 1 in a machine shop at Bruges, Belgium. Some 1,800 workers are involved.*

The question at issue appears to be as follows: has the worker a right, in addition to his wages, to a share in the fruits of the concern?

The President of the Federation of Christian Trade Unions, commissioned to define the Federation's position with regard to the worker's right to a share in the profits, stated:—

"The main purpose of a trade union is still to defend the interests of the workers; but the labour movement has gradually enlarged this idea by claiming as its due the right to have a say in social and economic matters.

"In our opinion, a company is a community of persons with different jobs but all working towards the realization of a single objective: the product. In the process of production itself we can see no difference between the manager and the employee or worker. They go to make up a community whose purpose is to create the product. We want to see this community recognized, and that is why we wish to create the conditions necessary for the application of joint management. We want a definition of ownership rights and a suitable profit-sharing formula.

"We want to see the management of the concern enlarged by the taking into consideration of factors other than those heretofore recognized. In every company there is a community of fortune among all the elements which play a part in it. Prices, sales possibilities, etc., are of just as much interest to the workers as they are to the manager or director.

"But the solidarity existing in the concern is still too little felt by the worker, precisely because he is not recognized as being a partner and associate.

"As a matter of fact, there is no equality of treatment between employer and worker. Working conditions still correspond much too little to the title of partner and associate and too much to that of hireling. The worker should be able to feel that he is a partner in the concern. Then only can this community of labour blossom forth for the greater good of the establishment.

"It is a good and necessary thing to appeal to the market of capital and to reward it accordingly; but the remuneration should be proportionate, and not disproportionate as is too often the case at present.

"Workers should not be considered as wage-earners but as associates. This is what we mean when we say that the workers are entitled to the respect which is due them.

"Some people want to know whether, if the worker claims his share in the profits, he will also sustain his share of the losses.

"Our answer is this: the worker has always shared in the losses. The risk incurred by all the elements in a concern has always been estimated as being greater than the possible risk of financial deficit required. When unemployment occurs, the worker loses his whole means of existence.

"We have also been asked by what right the workers demand a share in the profits. Our sole right is that of labour, which, for us, represents a right to joint ownership. Legally speaking, the workers have no right; they have only their arguments, their strength and the strike."

Labour Review, Belgian Department of Labour, January 1953, p. 66.

Strikes in Israel and the number of work days lost were fewer in 1952 than in the previous year. In 1952 there were 51 strikes involving 12,285 workers and causing a time loss of 49,619 work days; in 1951, 63 strikes, 8,026 workers and 94,537 work days.

Labour Union Movement in Japan

Account of union growth and activities since end of the war given in recent government pamphlet, "Review of Labour Conditions in Japan"

Since the outbreak of the Korean war the labour union movement in Japan, states a government report, has been compelled to assume a more or less passive attitude "on account of the introduction of a series of anti-communist security measures, such as the 'red purge', involving all main branches of the nation's industry, the dissolution of the Liaison Council of All Trade Unions of Japan, etc., and the consequent organizational readjustment of the unions themselves.

"But," it says, referring to the year ending June 1951, "it resurged with a renewed vigour since the beginning of the year."

The report, *Review of Labour Conditions in Japan,* dated December 1952, has only recently been released by the Public Information and Cultural Affairs Bureau, Ministry of Foreign Affairs, Tokyo, through the office of the Japanese Embassy at Ottawa.

Reversing the trend of the postwar period, labour, says the report, launched during the year an industry-wide offensive, which reached its climax in the spring and summer. Following the Grand Rally of the General Council of Trade Unions of Japan in March, the principal labour unions held their spring meetings as usual. After heated debate, they all, with few exceptions, adopted what has been named the "three principles of peace"—non-separate peace; neutrality; and non-establishment of military bases.

Linked with this so-called "peace struggle" were demands for higher wages and a campaign opposing proposed anti-labour legislation. The campaign, says the report, was "staged under the leadership of the General Council of Trade Unions of Japan with such force as had never been seen in recent years".

A total of 924,000 workers was involved in disputes—160,000 more than in the preceding year, although work stoppages were fewer. Total man-days lost climbed steeply from the previous year's figure of 520,000 to 6,003,000.

No less significant, the report continues, was the struggle in December, the first undertaken in the postwar period by the democratic unions since securing leadership from the leftist unions, said to be comparable only to the "October struggle" of 1946.

No sooner, the report says, did the democratic unions show signs of progress than internal differences arose and the struggle between the right and left wings concerning the peace policy came into the open. The situation was further aggravated by the disruption of the Social Democratic party in October. Eventually there emerged within the General Council of Trade Unions a number of different groups —the Democratic Labour Movement Study Group, the Comradeship Group, the Orthodox Group and others.

The report concludes with a reference to unresolved problems of organization and "integration".

"Along with the question of strengthening the internal organization of the Japan General Council of Trade Unions," it states, "they will constitute an important issue to be solved in the future."

TRADE UNION MEMBERSHIP IN JAPAN

As of	Number of Unions	Union Members	Increase or Decrease from Previous Year	Estimated Rate of Union-ization
				%
June 1947	23,323	5,692,179	2,012,208	46·8
June 1948	33,926	6,677,427	985,248	54·3
June 1949	34,688	6,655,483	— 21,944	55·7
June 1950	29,144	5,773,908	—881,575	45·9
June 1951	27,644	5,686,774	— 87,134	42·6

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Annual Report of Saskatchewan Department of Labour for 1951

The eighth annual report of the Saskatchewan Department of Labour, covering the calendar year 1951, describes the increased activity of all branches of the Department.

Labour Relations

Applications to the Labour Relations Board, appointments of conciliation boards and informal conciliation cases were all more numerous than in 1950. Whereas during the early years of operation of the Trade Union Act conciliation services were confined to urban centres, they may now be requested in some 20 localities.

This development was in line with the increase in trade union activity throughout the province. Union membership increased by 10 per cent between January 1950, and June 30, 1951, chiefly because of the expansion of existing local unions.

During 1951, the Labour Relations Board held 11 meetings lasting a total of 14 days, at which 105 applications were considered. Out of 79 applications for certification, the Board granted 66, affecting 1,313 employees, and dismissed four. Four were withdrawn and five were pending at the end of the year. Ten representation votes were held, in two of which there was a choice between two unions.

Of the other applications, two were for orders requiring employers to refrain from unfair labour practices or from violations of the Act. One was dismissed and the other was pending at the end of the year. Another application still pending was for the reinstatement of an employee allegedly discharged contrary to the Act and for payment of the resulting monetary loss. There were 16 applications for amendment of orders of the Board, 14 of which were granted, and five applications to rescind orders, all of which were granted. No applications were received during the year for consent to prosecute or for orders compelling an employer to refrain from bargaining with a company-dominated union.

Section 18 of The Trade Union Act provides that a union representing the majority of a unit of employees may agree with an employer to refer a dispute to the Board for a final decision which is binding upon the parties. In 1951 the Board was asked to interpret the seniority clauses in the agreement between the Corporation of the City of Regina and Local 181 of the City Firefighters' Union in a dispute where the union contended that the Corporation had made an appointment in violation of the agreement. The Board's ruling was that the union's interpretation of the clauses was correct. One other dispute submitted to the Board for settlement was later withdrawn.

The Labour Relations Branch supplies informal conciliation where requested by labour or management. During 1951 this service was provided in 60 cases involving 122 employers and 2,997 employees, representing an increase of 13 cases over 1950. Wages and general working conditions continued to constitute the main source of disagreement but disputes over the interpretation of an agreement were more numerous than before. The Branch was successful in securing settlement in 41 cases; seven were pending at the end of the year.

Eight applications for conciliation boards were granted, five after informal conciliation had been unsuccessful and three without prior informal conciliation. Two of the applications were withdrawn when further negotiations brought about settlements. Three boards submitted reports acceptable to the disputing parties, while the other three had not reported at the end of 1951.

Five strikes took place, involving 216 employees and causing a loss of 2,885 man-working days. Most of the lost time was due to a strike of woodworkers in two Regina plants. Wages were the main issue in four of the strikes, while the fifth resulted from a grievance under an agreement.

The legal case arising out of the Board's order directing reinstatement of three employees of the Providence Hospital at Moose Jaw was concluded in 1951, when the Saskatchewan Court of Appeal upheld an earlier judgment quashing the Board's order on the grounds that the union in question had no right to set legal proceedings in motion and that the Board had not followed acceptable legal procedures. (L.G., 1951, p. 981.)

Wages and Hours

The Wages and Hours Branch administers the Minimum Wage Act, Hours of Work Act, Annual Holidays Act, Wages

Recovery Act, Factories Act (in part), Industrial Standards Act, One Day's Rest in Seven Act, Weekly Half-holiday Act, Workmen's Wage Act, and the Female Employment Act.

At the 1951 session of the Legislature, the old Masters and Servants Act was repealed and replaced by the Wages Recovery Act, which contains a similar procedure for the recovery of wages due but omits objectionable features of the old Act by which an employee could have his wages forfeited or be fined and imprisoned for trivial offences.

As a result of the repeal of the Masters and Servants Act, it was necessary to amend the Minimum Wage Act to permit an employer to discharge an employee for just cause without giving one week's written notice. In case of a lay-off, one week's notice must be given.

Another amendment was designed to give the Minimum Wage Board more precise powers in respect to computing and fixing pay for statutory holidays, whether worked or not.

The Minimum Wage Board held seven private meetings and two public meetings during 1951. New minimum wage orders increased the weekly wage from $21 to $24 in the cities and larger towns, and from $18.50 to $21.50 in smaller centres.

Under the Factories Act women and boys under 18 years of age are not permitted to work more than 48 hours in a week or between 6.30 p.m. and 7.00 a.m. without special authorization from the Department. During 1951, 22 permits were issued covering 81 employees, exempting them for a limited time from these provisions.

Seven permits were issued under the Hours of Work Act authorizing employees to work up to nine hours per day in order to have a five-day, 44-hour week. Five authorizations were issued to permit the extension of hours beyond eight per day, without payment of overtime, to facilitate the arrangement of shifts. Eighteen special orders were in effect under the Hours of Work Act, exempting whole industries or groups of employees from the provisions of the Act limiting working hours to eight per day and 44 per week unless time and one-half is paid.

Under the Minimum Wage Act, 47 permits were granted to allow business establishments to exceed their quota of part-time help. The quota of part-time workers set by minimum wage orders is 25 per cent of the full-time workers in an establishment but the Board may exempt an employer from this requirement. Two permits were granted authorizing the employment of a person under 16 years of age in a place of amusement. The Act also provides for the issuing of licences to physically handicapped persons, apprentices and learners, permitting their employment under special conditions. During 1951, 10 licences were issued to law students, 18 to pharmacy students, 30 to student accountants, two to student optometrists and 27 to physically handicapped persons.

The Branch made 4,287 inspections of the premises and records of industrial establishments. This was a slightly smaller number than in 1950 but the number of special investigations increased from 143 to 229.

Two conferences of employers and employees in the baking industry were held at which new industrial standards schedules were drafted. Six schedules were amended, three in beauty culture, one in the electrical industry, one in carpentry, and one in the baking industry.

Apprenticeship and Tradesmen's Qualification

The Apprenticeship and Tradesmen's Qualification Branch is responsible for supervising on-the-job and school training and the general welfare of apprentices. It plans courses and examinations, examines apprentices and tradesmen and issues certificates.

The 1950 Apprenticeship and Tradesmen's Qualification Act and regulations under it came into effect on February 1, 1951. The new regulations, applying to eight cities and the towns of Estevan and Melville, require certificates of status to be held by workers in the designated trades of motor vehicle repair, barbering and beauty culture, plumbing and carpentry. In the other designated trades in which apprenticeship training is given, certificates are issued on a voluntary basis. These trades are sheet metal work, bricklaying, painting, electricity, oxyacetylene welding, auto body repair, plastering and electric arc welding. In 1951, 4,092 certificates were issued to tradesmen, of which 3,700 were in the five trades where a certificate is compulsory.

There was a great increase in the number of examinations held. A total of 102 examinations was given to 1,538 candidates, while in 1950 there were only 37 examinations and 605 candidates and in 1949, 34 examinations and 404 candidates.

One prosecution was initiated to enforce the new provisions requiring the holding of a certificate. The defendant, a tradesman in the motor vehicle repair trade, was

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found guilty of working without being the holder of a certificate and of failing to secure a certificate when told to do so.

The Provincial Apprenticeship Board constituted under the new Act held one meeting in 1951 at which it reviewed the progress of the Branch and made general recommendations as to future activities. A new member was added to the Board to represent the technical schools. Of the six other members, two represent employers, two organized labour, one the Department of Education and one the Department of Labour.

During 1951, 216 apprentices were indentured under the Act, 27 more than in 1950. A total of 223 contracts were cancelled and 65 were completed. At the end of the year there were 502 apprentices under contract, 72 fewer than at the end of 1950.

A larger number of apprentices took school training than in any previous year. Courses were offered in carpentry, motor vehicle repair, sheet metal work, plumbing, bricklaying, painting and electricity at Saskatoon; in carpentry, welding and auto body repair at Moose Jaw; and in carpentry, motor vehicle repair and electricity at Regina.

The number of inspections rose markedly from 1950, when there were 2,637 to a total of 5,267 in 1951. Of this number 597 were in connection with apprentices, 1,882 concerned employer registration and 2,788 concerned tradesmen.

Inspection of Boilers, Factories and Elevators

Inspection to ensure the safe construction and operation of boilers and pressure vessels and the safety of factory workers has been recognized as a government responsibility since the early years of the province. In addition to inspecting boilers and pressure vessels, approving pressure vessel designs, examining and licensing stationary engineers and firemen and inspecting factories and grain elevators, the staff of the Boilers, Factories and Elevators Branch also administers safety regulations covering passenger and freight elevators, automobile service station and repair shops, refrigeration plants, the use of liquefied petroleum gas, and pressure welding.

During 1951, 5,638 boilers and pressure vessels (approximately 500 more than in 1950) and 72 refrigeration plants were inspected. Forty-seven boilers and pressure vessels were condemned. A total of 541 examinations for engineers' and firemen's certificates was held. New permanent certificates issued numbered 112, while 1,426 temporary certificates and 1,326 annual registration certificates were granted.

While the number of welders' qualification tests given decreased from 1950, the number of retests and authorizations were both higher. A total of 159 tests and retests was given and 80 authorizations were issued.

The report states that Saskatchewan is the only province which has special safety regulations governing the use of liquefied petroleum gas. Manufacturers of equipment and distributors and their agents have, on the whole, accepted the regulations and violations are usually due to ignorance of the law. During 1951, 803 licences were issued to distributors and 1,350 liquefied petroleum gas installations were inspected.

The number of inspections of grain elevators, 1,810, was almost double the number for 1950. Factory inspections continued to decline, primarily because of shortage of staff. Only 125 factories, including garages, were inspected.

Considerable work was done to ensure the safe operation of passenger and freight elevators. Many new elevators were installed and a large number of old and unsafe elevators were rebuilt to bring them up to the requirements of the regulations and the C.S.A. Elevator Safety Code. A total of 1,166 inspections of elevators was made and 587 elevator licences were issued. Licences issued to elevator operators numbered 273.

Inspection of Electrical Installations

The Electrical Inspection and Licensing Branch inspects all electrical equipment at the time it is installed to see that it complies with the regulations, which embody the standards of the Canadian Electrical Code. During 1951, the number of inspections totalled 55,394—783 fewer than in 1950. A total of 1,190 licences was issued.

There were seven prosecutions under the Electrical Inspection and Licensing Act, two fewer than in the previous year. In most cases the offence was doing electrical wiring without a licence.

Fire Commission and Theatres Branch

The Fire Commission became a Branch of the Department of Labour in 1951, incorporating the former Theatres Branch. The duties of the Branch include fire prevention, the training of volunteer firemen, the investigation of fires, the collection and dissemination of information about fires in the province, and the censorship of motion pictures.

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Fourth Session of Textiles Committee

Problems of women's employment in textile industry, guaranteed wages and effects of international trade competition discussed at meeting

Problems of women's employment in the textile industry, guaranteed wages and the effects of international trade competition were discussed at the fourth session of the ILO Textiles Committee* in Geneva, February 2 to 13, 1953.

Twenty-two of the 25 member countries of the Committee sent tripartite delegations to the meeting. These were: Argentina, Austria, Belgium, Brazil, Canada, Chile, Denmark, Egypt, Federal Republic of Germany, Finland, France, India, Italy, Japan, Mexico, Netherlands, Norway, Peru, Sweden, Switzerland, United Kingdom and the United States. China was represented by a government delegate only.

These 23 countries sent 129 delegates and 26 observers to the meeting, a total of 155 persons. Other organizations represented were: United Nations, International Organization of Employers, World Federation of Trade Unions, International Federation of Christian Trade Unions of Textile Workers, and International Federation of Textile Workers' Associations.

The session was presided over by Henry Hauck of France, a member of the ILO Governing Body.

Canadian Delegation

The Canadian delegation was composed of:—

Government Delegates: S. H. McLaren, Executive Director, Unemployment Insurance Commission, Ottawa; and Ruth A. Hamilton, Adviser on Women's Employment, Unemployment Insurance Commission, Ottawa.

Employers' Delegates: H. F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto; and Roger Regimbal, Personnel Manager, Ayer's Limited, Lachute, Que.

Workers' Delegates: Frank Querat, Business Agent, Local 806, Textile Workers' Union of America, Cornwall, Ont.; and Honoré d'Amour, Vice-President, *Federation Nationale des Textiles,* Drummondville, Que.

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Plenary Sessions

The Committee held eight plenary sittings. Mr. Irwin, Canadian employers' delegate, was one of the two vice-chairmen.

The general report prepared by the ILO was presented in two parts. The first dealt with action taken in the various countries in the light of the conclusions of the previous sessions and steps taken by the ILO to follow up the studies and enquiries proposed by the Committee. The other dealt with recent events and developments in the textile industry.

A working party was set up to examine the first part of the report. After five sittings it submitted a report containing a proposed classification of resolutions previously adopted and suggesting subjects of current interest for the next sessions of the Textiles Committee. These included full employment, wages and safety.

The working party's report suggested that member governments communicate the conclusions of previous textiles committee meetings to employer and worker organizations in their respective countries and that these organizations bring the conclusions to the knowledge of their branches or members through their periodicals and other channels. The working party also suggested that the attention of governments be drawn to the need for informing the ILO of action taken on previous resolutions. This information, said the report, should be prepared in consultation and if possible in agreement with the employer and worker organizations concerned.

The working party's report was adopted unanimously at the plenary sitting.

The second part of the general report, dealing with recent trends in the textile industry, was discussed in plenary session. Delegates from many countries outlined the difficulties in the industry and what remedial action had been taken, as well as developments of interest.

The workers' group submitted a resolution concerning international trade and social standards in the textile industry. It urged the ILO to take all possible steps, in consultation with the international organizations concerned, to prevent com-

petitive international trade in textile goods from nullifying in part the benefits of international trade by leading to a worsening of conditions of employment and a lowering of standards of living or an abandonment of basic social principles. It invited the ILO to urge all governments to take appropriate action to prevent this condition.

The resolution was adopted by a vote of 67 to nil, with 37 abstentions. The Canadian government delegate abstained, because of the complex character of the question.

The Textiles Committee appointed a steering committee, on which Mr. d'Amour, Canadian workers' delegate, was represented; a subcommittee on problems of women's employment; and a subcommittee on guaranteed wages in the textile industry, of which both Mr. Irwin, Canadian employers' delegate, and Mr. Querat, Canadian workers' delegate, were appointed vice-chairmen.

Subcommittees

A report by the subcommittee on problems of women's employment in the textile industry pointed out that a high proportion of employees are women, many of them married with family responsibilities. Maternity protection measures and welfare and social services were needed to meet women's needs and interests, the report declared.

Workers' delegates urged that women should have equal rights with men to employment and promotion. They considered that the principle of equal pay for equal work should be applied.

Some government and employers' delegates stated that the principle of equal pay for equal work is a matter for collective bargaining without interference of public authorities. While agreeing with the principle of equal pay, the employers' delegates considered that on account of widely differing conditions in various countries, free negotiation should be evolved.

An agreed text of the report was prepared by a working party including Miss Hamilton, Canadian government delegate. The report was adopted at the plenary sitting by 99 votes to nil, with no abstentions.

A memorandum was submitted by the subcommittee recommending suitable agencies for placement of women, the establishment of welfare services, the abolition of night work for women workers, and vocational training and opportunities for promotion of women in the textile industry. It also recommended the adoption of the principle of equal pay for equal work, with job classification and description of duties formulated in accordance with collective agreements or other procedures in the country concerned.

After being amended several times, the memorandum was adopted by a vote of 82 to 20, with two abstentions. The Canadian government delegate voted for the memorandum.

Guaranteed Wages

The subcommittee on guaranteed wages had as a basis for its discussion a report prepared by the ILO on the subject. The subcommittee considered various problems connected with the guaranteed wage and the question of its definition.

It was pointed out that a scheme of guaranteed wages would have the effect of imposing additional charges on employers at a time when they might not be in a position to face such unproductive charges. Some employers' delegates felt that unemployment insurance was a measure suitable to cushion unemployment. Workers' delegates on the other hand felt that the guaranteed wage should carry workers over the short periods of unemployment as it was not sufficient to refer to the possibilities of the use of unemployment insurance.

A working party produced a memorandum, adopted by the subcommittee, which considered the definition adopted by the Iron and Steel Committee in 1949 to be the closest approximation to a common understanding. This definition reads in part: "A guaranteed wage scheme may be defined as an arrangement whereby an employer, having undertaken to provide employment at the ordinary rates of pay for a specified number of hours, days or weeks, pays a specified amount of wages if, the worker being available, neither his customary work nor reasonable alternative work is available."

The memorandum pointed out that even this definition contains elements of obscurity. For example, in certain countries "wages" are defined differently, extent and scope of benefits paid to partially or wholly unemployed workers vary and no standard practice regarding advance notice of termination of employment prevails.

It was considered that further study should be given to the question in various countries as soon as possible. The memorandum stated that the most suitable method of considering guaranteed wage schemes in the textile industry would appear to be by collective bargaining. Where this is not appropriate, existing voluntary or customary methods might be employed.

The subcommittee's report was accepted by unanimous vote at the plenary sitting.

Other Resolutions

The Textiles Committee adopted a resolution inviting the Governing Body of the ILO to recognize Spanish as one of the Committee's official languages. This resolution was passed by 57 votes to nil, with 35 abstentions. The Canadian government delegate abstained.

Concerning the agenda of the next meeting of the Committee, a resolution was passed asking the Governing Body to give consideration to the inclusion of the following items: labour-management relations; problems of productivity; annual and public holidays with pay; reduction of hours of work (subject to reservations by the employers' group); and problems of apprenticeship. This resolution was adopted by 93 votes to four, with two abstentions.

121st Session of ILO Governing Body

The report of the Meeting of Experts on Productivity last December (L.G., Jan., p. 50) will be circulated to governments, employers' and workers' organizations and various inter-governmental groups, it was agreed at the 121st session of the ILO Governing Body in Geneva, February 20 to March 7.

The experts had recommended that the report be widely publicized but had agreed that it should remain confidential until the Governing Body had examined it.

At the Governing Body's session, S. H. McLaren, Executive Director, Unemployment Insurance Commission, substituted for Dr. Arthur MacNamara, Canadian Government Member of the Governing Body. He was assisted by Paul Goulet, Director, ILO Branch, Department of Labour, and by Bruce Williams and Kenneth McIlwraith of the Canadian Permanent Delegation to the United Nations at Geneva.

The Governing Body also decided to communicate to governments and to interested bodies the report of the Meeting of Experts on the Suppression and Prevention of Dust in Mining, Tunnelling and Quarrying.

Fernando Garcia Oldini, Chilean Minister to Switzerland, was elected Chairman of the Governing Body to complete the term of Fernando Cisternas, who had returned to Chile. Mr. Oldini will serve as Chairman until June 1953.

The Committee on Freedom of Association reported on 26 cases, of which 17 were dismissed, conclusions were reached on four and five were adjourned. The debate on this report revealed general agreement among the government, employer and worker members that the Committee should be asked to review the whole procedure governing the handling of complaints and report its recommendations to the Governing Body.

The Financial and Administrative Committee brought forward the 1954 budget, providing a net expenditure of $6,311,368, which is $87,802 more than the 1953 budget. The Governing Body adopted this budget, which will now go before the annual conference of the ILO in June for final approval.

The Governing Body decided to postpone until a later session consideration of the report of the Allocations Committee and the report of a special subcommittee set up last year to conduct a general review of the Industrial Committees.

The Governing Body expressed its satisfaction with the progress of the ILO's Technical Assistance Program. The Technical Assistance Committee pointed out that the program had developed significantly in 1952.

The appointment of two Canadians to ILO Committees was approved: Donald M. MacKay, Director, Indian Affairs Branch, Department of Citizenship and Immigration, to the Committee of Experts on Indigenous Labour; and R. A. Stewart, of the Canadian Federation of Agriculture, to the Permanent Agricultural Committee. In each case the appointment is for a period of three years.

The Joint Maritime Commission of the ILO was enlarged by the addition of three shipowner and three seafarer members. This is a bipartite Commission, consisting of equal numbers of shipowners and seafarers, and its membership will now total thirty.

The Governing Body at this session also discussed reports of the Technical Meeting on the Protection of Young Workers in

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One of the principal objectives of the newly-formed LMPC at Uplands Dairy Ltd., Toronto, will be to maintain closer staff-management relationships. The staff has been growing and management looks to the LMPC as a desirable form of contact with all employees. A letter to each employee explains the situation as follows: "We are not a large company where special personnel is delegated to look after employee relations. Being the size we are . . . puts us in a position where it is very important that we should maintain and improve the pleasant and efficient relations which we enjoyed when we had possibly a third of our present number."

The principles under which the LMPC will operate are:—

1. "To stimulate, develop and implement everyone's participation—for the good of our service and all those identified with it, as well as to increase the satisfaction of the public we serve.

2. "To work in an advisory capacity as a fact-finding, evaluating and planning agency, the LMCC (LMPC) will serve as a channel through which the thoughts of management and employees are brought closer to each other. By doing this we will endeavour to use the abilities and resources of all concerned with a common problem."

The letter was signed jointly by representatives of the Company and the participating union, Local 647 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC).

* * *

The LMPC at the Alliance Paper Mills in Merritton, Ont., has introduced a plan to improve working habits and reduce accidents in the mill. Each foreman and safety guide is to make notes on all bad safety practices they find. Each man will make at least one monthly report to the personnel department. The reports describe only the bad practices found and not the names of those involved. The committee will discuss these reports and take action to improve work habits in the mill.

One department in the plant has also started an informal discussion system for the superintendent and the employees. Every two weeks a small group meets with the superintendent to discuss production problems and customers' orders. The meetings have helped to bring out any mistakes made during the manufacturing process.

* * *

Writing in *Yarrows Review,* employee magazine at Yarrows Shipyard in Esquimalt, B.C., Frank Sellors, labour representative on the LMPC, said:—

"In the first place LMPC's are not a drastically new idea, but have been in operation on this continent for some years. We have all read reports of their great success in some quarters; in fact one was in operation in Yarrows Limited during the later war years.

"I have always been firmly convinced that such committees can be a wonderful factor for the common good, if, firstly, we will all approach our problem with an open mind—ready to trust and be trusted. Secondly, promise yourself you will wholeheartedly get behind your committee with all possible assistance.

"Without that assistance this committee cannot function. You must remember that each employee committeeman represents your viewpoints, your ideas, and whilst I am speaking for the shipwrights and joiners today, any member of that craft may be voicing my thoughts soon owing to the periodic changing of committeemen, as provided in the By-Laws.

"Again from the standpoint of an employee, I would like to mention one vital point that was so strikingly illustrated by Mr. Hubert Wallace, our general manager, at our initial meeting. Mr. Wallace said 'I will possibly say things you don't like and you will possibly say things I don't like, but, at least let us say them.' . . . That is the situation we have here, a direct invitation to sit around the table with business management and discuss the affairs which concern our joint livelihood. I know what progress that means after 50 years in the labour market."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued six certificates designating bargaining agents and granted one application for revocation of certification. During the month, the Board received five applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed employees of the deck, engineroom and steward's departments of towing vessels operated by M. R. Cliff Tugboat Co. Ltd., Vancouver (L.G., April 1953, p. 574).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of The Brookland Company Limited employed at Radio Station CHEX, Peterborough (L.G., March 1953, p. 418).

3. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of The Brookland Company Limited employed at Radio Station CKWS, Kingston (L.G., March, 1953. p. 418).

4. Building Service Employees' International Union, Local No. 244, on behalf of a unit of toll collectors and maintenance employees of Burrard Inlet Tunnel and Bridge Company, North Vancouver, B.C. (L.G., April 1953, p. 574).

5. International Association of Machinists, on behalf of a unit of maintenance employees of Colonial Airlines, Inc., employed at Dorval Airport, Que. (L.G., April 1953, p. 574).

6. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed employees of the deck, engineroom, and steward's departments and barge employees employed on vessels and barges operated by Car Barge Towing Company, Limited, Vancouver (L.G., April 1953, p. 574).

Application for Revocation of Certification Granted

The Board considered the result of the vote ordered (L.G., April 1953, p. 574) and revoked the certification of the American Newspaper Guild as the bargaining agent of a unit of editorial employees, including office boys, employed by the Canadian Press.

Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of clerical employees of Colonial Airlines, Inc., New York, employed by the company in Canada (Investigating Officer: C. E. Poirier).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

3. Saskatchewan Wheat Pool Employees' Association, on behalf of a unit of employees of Saskatchewan Co-operative Producers Limited, Flour Mill Division, Regina (Investigating Officer: J. S. Gunn).

4. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of editorial employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

5. National Association of Broadcast Engineers and Technicians, on behalf of a unit of television production employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

In a survey of 1,442 collective agreements in effect in the United States in 1952, the U.S. Bureau of Labour Statistics found that 89 per cent of them provided that disputes over the interpretation or application of the agreements shall be referred to arbitration. The contracts covered 5,581,000 workers and the arbitration provisions applied to 91 per cent of these employees.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March the Minister appointed Conciliation Officers to deal with the following disputes:—

(1) Canada Steamship Lines Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

(2) Canadian National Newfoundland Steamship Service, Canadian National Railway Company and Canadian Merchant Service Guild, Inc. (Conciliation Officer: W. L. Taylor).

(3) Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited; and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

(4) National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin).

(5) National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

(6) Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, Local No. 802, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe).

(7) The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

(8) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (Conciliation Officer: W. L. Taylor).

(9) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (pursers and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (Conciliation Officer: W. L. Taylor).

Settlements Reported by Conciliation Officers

(1) Yukon Consolidated Gold Corporation and Dawson Miners' Union, Local 564, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 574).

(2) Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, Local No. 802, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe) (see above).

Conciliation Boards Appointed

(1) J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock & Stevedoring Co. Ltd.; Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., April, p. 574). (The Board had not been fully constituted at the end of the month.)

(2) Red River Grain Company Limited, St. Boniface, and Malt & Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink & Distillery Workers of America (L.G., April, p. 575). (The Board had not been fully constituted at the end of the month.)

(3) The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (see above). (The Board had not been fully constituted at the end of the month.)

(4) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (see above). (The Board had not been fully constituted at the end of the month.)

(5) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (pursers and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (see above). (The Board had not been fully constituted at the end of the month.)

Conciliation Board Fully Constituted

(1) The Board of Conciliation and Investigation established in February to deal with matters in dispute between British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steamships and Union Steamships Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (L.G., April, p. 575), was fully constituted in March with the appointment of Philip Fleming, Victoria, B.C., as Chairman. Mr. Fleming was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard A. Mahoney and Jack Price, both of Vancouver, who were previously appointed on the nominations of the company and the union respectively.

Conciliation Board Reports Received

During March the Minister received the following reports of Boards of Conciliation and Investigation:—

(1) Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communications Union, Local 272 (L.G., Jan., p. 54). Text of the Board's report is reproduced below.

(2) Gatineau Bus Company Limited, Hull, P.Q., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (L.G., Feb., p. 239). Text of the Board's report is reproduced below.

(3) Canadian National Railways (Atlantic, Central and Western Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 606). Text of the Board's report is reproduced below.

(4) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 606). Text of the Board's report is reproduced below.

Report of Board in Dispute between

Canadian Overseas Telecommunication Corporation

and

Overseas Communication Union, Local 272

The Hon. Milton Gregg
Minister of Labour
Ottawa, Ont.

Dear Sir:

The Board of Conciliation and Investigation appointed to endeavour to bring about agreement between Canadian Overseas Telecommunications Corporation (Employer) and Overseas Communication Union, Local No. 272, begs leave to present its report.

The Board held a series of meetings with the parties jointly and separately in Montreal. While the negotiations were carried on in an atmosphere of courtesy and co-operation, and although agreement was reached on a few minor points, the major issues were left unsettled at the close of the discussions. Subsequently, the Board itself held a number of meetings and is pleased to recommend certain terms for those parts of the agreement which were not settled. In the following report the items that were before the Board on which agreement was reached are reported along with the Board's recommendations on the disputed items. Where either of the Board members disagreed with the majority, this is noted as an addendum to the appropriate section. However, where a Board member agrees with a recommendation, it should not be implied that he joins in all the supporting reasons that are set forth in the report.

Article 1 (Section 5)

This section provides for preferential treatment for Union members in certain matters relating to hiring, promotion, and layoff. Subsection (c) of Section 5 provides that the rest of Section 5 shall not apply to employees after 15 years of employment. Subsection (c) is, therefore, contradictory in principle with the rest of Section 5 of Article 1. It appears to have been inserted in the contract originally to protect a very limited number of long-service employees, non-members of the Union. The union professes not to be worried by these few, but does object to the clause as an invitation to 15 years service men to withdraw from the Union.

On March 19, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Overseas Communication Union, Local No. 272, and Canadian Overseas Telecommunication Corporation, Montreal.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed on the joint recommendation of the other two members. The nominee of the company was Theodore R. Meighen, QC, Montreal; the union nominee, A. Andras, Ottawa.

The text of the Board's report is reproduced herewith.

The Board's Recommendation

It appears that a simple compromise can meet the purposes of both parties. The Board therefore recommends that subsection (c) of Section 5 of Article 1 be deleted from the contract, and that it be replaced by a clause guaranteeing that present employees with 15 years service who are not union members shall not be subject to the other provisions of Section (5).

Article 1 (Section 6)

This article provides for the check-off of dues from the pay of all union members and of any new employees. The Union wishes to have this include assessments and to cover all employees. The section, as now written, contains an important element of voluntarism. The Company is not required to impose on an employee any condition which is not either explicitly (for new employees) or implicitly (through voluntary membership by old employees) accepted freely by the employee himself. It would seem desirable to retain this element by rejecting the compulsory check-off for all employees. At the same time, the extension of the check-off to cover assessments in no way impairs the principle.

The Board therefore recommends that Section 6 of Article 1 be amended to read . . . "the equivalent of their Union dues *and assessments*".

Article 1 (Section 7)

This article empowers any dues-paying employee to be excused the obligation on written notice to the corporation and the Union within the ten-day period prior to the termination of the agreement. The Union wishes this deleted and the Company wants it retained. Much has been written in the dispute over union security provisions and undoubtedly much more will be written on this subject. Yet, in many actual cases, the criterion of need appears to be about as satisfactory as any. This criterion is used in the following recommendations.

The Board's Recommendation

In this contract, the Union is protected by a preferential clause (which on the Board's recommendation is to be strengthened) and by the check-off of dues from union members, and all new employees. The Union has close to 100 per cent membership and has the natural protection of highly skilled occupations. The sanctions against membership default both within the contract and the professional group are strong. The reason of "tidying up the contract" is hardly sufficient as long as one party strongly disagrees.

The Board recommends no change in Section 7 of Article 1.

Article 7 (Section 2)

The dispute regarding proposed changes in this Article was settled by the parties to the degree that they agreed to withdraw it from further consideration by the Board.

Article 9 (Section 1)

The Union is asking that a forty-hour week of five days with portal-to-portal pay be introduced. At present, the men are not paid for the half-hour meal time; which means that they are working a 37½-hour week. To bring this up to 40 hours they work an extra 7½-hour day every third week. If paid for the meal time, they would work a full 40 hours each week, and the extra day in the third week would not be necessary.

The Board's Recommendation

The elimination of this extra day appears to be an objective of the Company. In their memorandum, they refer to the impossibility of making the change "for the time being". Nevertheless, the Board was impressed by the difficulties of staffing such a change without substantial additional overtime payments. The Board recommends no change in the contract on this point.

(Mr. Andras dissents from this recommendation and in turn recommends that the present arrangement be continued not later than June 1, 1953 by which time the Company should have solved its staff problem sufficiently to be able to introduce the 40-hour week.)

Article 10 (Sections 3 and 5)

The Union is requesting changes in these two sections so as to make the Queen's birthday a paid holiday increasing the present eight to nine. The principal reason advanced is that the communications industry has always been in the lead with regard to paid holidays, and now that eight paid holidays have become common the Company should establish a lead again.

The Board's Recommendation

The Board was not strongly influenced by the Union case in this item and is not prepared to recommend an extension of holidays.

Article 10 (Section 8)

The Union is asking for three changes as follows:—

(1) That the wage differential for the shift from midnight to 8:00 a.m. be increased from 50¢ to $1;
(2) That a differential of 50¢ be established for the shift from 4:00 p.m. to midnight;
(3) That the chief delivery clerk be no longer treated as an exception in the application of shift differential provisions.

The Board's Recommendation

The Board accepts the Union's reasoning that shift differentials are paid to compensate the employee for "the disruption of normal life which work on these shifts entails". Industry generally has recognized this inconvenience by differentials to these two shifts with a higher rate going to the night shift. But the reasoning advanced by the Union in the general case is a sufficient answer to the claim for the Chief Delivery Clerk. The disruption caused by reporting one hour early as a normal practice must surely be a minor inconvenience compared with that experienced in working on the night shift. Whether special compensation is justified is a question, and certainly it could be very little. On this point of a shift differential the Board is not prepared to recommend any change.

The principal reason advanced by the Company against granting the Union request was that the differential was

included in the overall wage and equalized by alternating shifts. However, the Company has recognized the principle and applied it in their night shift premium. The Board feels that the specific night shift differential is the sounder method since there can then be no question of accidental discriminatory allocation of the differential. Furthermore, the extra compensation is directly tied to the inconvenience experienced. This would mean recognition of a differential for the shift from 4:00 p.m. to 12:00 midnight. Since there are a number of overlapping work assignments which would lead to complicated administrative arrangements, the Board suggests a very simple formula as follows.

The Board recommends that Article 10 (Section 8) of the old agreement be altered to read . . . " . . . falls wholly or in part between the hours of 8:00 p.m. and 8:00 a.m., he shall receive . . ."

(Mr. Andras disagrees and recommends the following shift differentials: Shift including any time from 8:00 p.m. to midnight, 50¢; Shift including any time from midnight to 8:00 a.m., 75¢; Shift falling in both the above periods would receive the rate for the shift in which the major time is worked.)

Article 10 (Section 9)

This article provides for a special bonus of $3.50 per shift for the engineer on duty at Yamachiche if he is the only engineer on duty. The Union is asking that it be increased to $1 per hour or $8 for the shift. This is supported on the grounds of increased base rates of pay which mean that the $3.50 is in effect becoming a smaller actual and relative differential. The Company disputes this on the ground that it was initially unnecessary and was retained with great reluctance by the present Company.

The Board's Recommendation

The case of the Union is strong provided the original differential was soundly based. It seems perfectly logical that increases in daily rates should be matched by equal percentage increases where the original differential was related to the difference in the work involved when there were two engineers or when there was only one engineer per shift. Possibly a systematic job evaluation study would show the original agreement to be unsoundly based. But in lieu of this or any other substantial proof, an adjustment appears to be justified.

The Board recommends that the parties adjust the hourly bonus for engineers at Yamachiche so that the ratio of the shift bonus to the shift salary will be approximately the same at present as it was at the time it was established.

Article 13

The Union is requesting that the Corporation be limited at Yamachiche and Drummondville to hiring only persons with a certain level of competence. The Corporation asserts the necessity to determine qualifications.

The Board's Recommendation

The desire of the Union to maintain certain professional standards is appreciated. Nevertheless, the position of the management is understandable. The Company has had great difficulty in finding adequate staff. In addition, the industry is undergoing significant technological changes which may alter job content considerably. Under the circumstances, fixing hiring standards on requirements of the past seems unsound. It should be noted that this request is not to establish job security for present employees, although this problem is perhaps a factor in Union thinking.

The Board, therefore, recommends no change in Article 13.

Article 15

The Union is asking that the three houses at Yamachiche, presently rented by the Corporation to senior employees, be provided free of any charge. The Union quotes the policy of providing free houses to the manager and assistant manager, free accommodation to unmarried staff, and the complete absence of rent for Company accommodation at Bamfield.

The Board's Recommendation

It is clear to the Board that the apparent discrimination is a cause of friction. Nevertheless, the situations at Bamfield and Yamachiche are sufficiently different that comparison has little significance. Furthermore, the rentals charged for the houses at Yamachiche are well below current market values for comparable accommodation in similar locations. The Board therefore recommends no change in Article 15.

(Mr. Andras disagrees and recommends that the Union's request be granted.)

Article 17—Salaries

The Union requested a 12 per cent increase, retroactive to September 30, 1952 (termination date of the previous agreement). In support of this request, it advanced the following reasons:—

(a) The new consumer price index of the Dominion Bureau of Statistics has

shown approximately a 4 per cent increase from April 1, 1951 to the present;

(b) The previous settlement, effective 1951, was not sufficient to compensate for the real income losses suffered by the employees because consumer price level rises from April 1, 1950 to April 1, 1951 (the interval between the expiration of the former agreements with the previous companies and the effective date of the first agreement with the successor company).

(c) The employees should share in the growing prosperity of the country based on changes in gross national product per head.

The Company representatives were prepared to agree to an adjustment based upon the changes in the cost of living from the effective starting date of the previous contract (April 1, 1951), and retroactive to that date. The Company was prepared to leave to the Board the decision as to whether the old cost-of-living index or the new Consumers Price Index should be used to determine the adjustment.

The Company opposed any further increases on the following grounds:—

(a) The Union had accepted the April 1, 1951 settlement rates, and this renders adjustments based on experience prior to that date invalid.

(b) In the adjustment of the two salary scales and the other conditions found in the two contracts which were replaced in the 1951 agreement, the previous Conciliation Board has recommended in favour of accepting those features of the two earlier contracts most favourable to the men.

(c) The Board, in the 1951 settlement, had recommended a general increase in addition to the adjustments required to bring the two groups of employees onto a common standard. Taken together these recommendations, which had been accepted by the Corporation, were generous indeed.

The Board's Recommendation

1. Both parties have recognized the justice of a claim for a cost-of-living adjustment, and the Company agrees that this should be retroactive to April 1, 1951. Of the two indices it seems logical to accept the new Consumers Price Index of the Dominion Bureau of Statistics since one of the principal reasons for its introduction was to achieve greater accuracy. On this basis, the Consumer Prices have risen slightly less than 4 per cent in the period. The Board therefore recommends a 4 per cent increase retroactive to October 1, 1952.

2. The Board cannot accept the reasoning of the Union as justification for the full 12 per cent rise. Nevertheless, it does recognize that the employees of this Corporation have a right to share in the national prosperity and in the annual improvements therein. In recent decades it has become increasingly apparent that additions to the national per capita income are being reflected in general wage increases rather than in consumer good price reductions. The Board is not implying that this method of determining the ratios of income distribution will continue indefinitely; but it must recognize the pattern in the current year. Some adjustment beyond that required to maintain real income in spite of consumer price changes seems justified.

The argument of the Company that the "generous" settlement of two years ago precludes the necessity for anything but cost-of-living adjustments at the present time cannot be fully accepted. There was nothing in the previous recommendation referring to the future position of the employees of this Company relative to employees elsewhere. But a failure to adjust more than for a cost-of-living increase would, in fact, weaken the position of the Canadian Overseas Telecommunication's employees relative to other industries where wage increases have been effected.

On its part, the Union has not made a very convincing case for increases beyond the cost of living and an adjustment in conformity with the general increase in the national product. The additional increase should, therefore, be limited to this fraction. A fair approximation would be about 3 per cent. Since this is slightly higher than statistical average increases in the national product, the Company should be compensated through the retroactivity allowance.

The Board therefore recommends a payment of 3 per cent additional, retroactive to January 1, 1953.

(Mr. Andras disagrees with the recommended pay adjustments and recommends a 10 per cent increase retroactive to October 1, 1952.)

Respectfully submitted,

(Sgd.) H. D. Woods,
Chairman.

(Sgd.) T. R. Meighen,
Member.

(Sgd.) A. Andras,
Member.

Report of Board in Dispute between

Gatineau Bus Company Limited

and

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591

On March 24 the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, and the Gatineau Bus Company Limited, Hull, Que.

The Board was under the Chairmanship of the Hon. Mr. Justice Edouard Tellier, Montreal. The other two members were Wilbrod Bherer, Advocate, Quebec, and C. L. Dubin, QC, Toronto, nominees of the company and union respectively.

The text of the Board's report is reproduced herewith.

To the Hon. Milton F. Gregg,
Minister of Labour,
Department of Labour,
Ottawa.

Hon. Sir:

In the matter of the Industrial Relations and Disputes Investigation Act and request for Conciliation Officer in dispute affecting the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, and the Gatineau Bus Company Limited, Hull, P.Q. respondent.

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following Report:—

The Board was composed of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman, Mr. C. L. Dubin, QC, Toronto, Nominee of the Union, and Mr. Wilbrod Bherer, Advocate, Quebec, Nominee of the Company.

The Board was appointed to endeavour to settle differences between the Company and the Union, as a result of several amendments proposed by the latter to the agreement which expired on the 1st of September 1952.

Following the receipt of the amendments from the Union, a Conciliator officer was appointed to endeavour to settle the different points in dispute. Although several of the amendments proposed by the Union were agreed between the parties, the following still remained in litigation and are the subjects of the present report:—

A. Statutory Holidays.
B. Lay-over time.
C. The week's vacation with pay after 15 years' service.
D. Wage rates.

The Board met in Montreal and in Hull.

A

Statutory Holidays

At the present time the employees of the Company receive, in addition to Sundays, two statutory holidays at premium rates (0·10) for operators and time and one-half for garage employees, namely New Year's Day and Christmas Day.

The Union is asking that both operators and garage employees shall be paid time and one-half for works performed on the following days, namely: New Year's Day, Good Friday, May 24, July 1, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

The contentions of the Union on this point are that other companies are already giving their employees from five to ten holidays during the year and quotes the names of numerous transit companies in different provinces which grant such holidays at various additional rates of wages, but the above quotations refer to only two Quebec companies, namely Chambly & Fortin Transports Ltd. and Hull City Transport, the latter operating in the same area than the present company. As a matter of fact, the garage employees of the Gatineau Bus are already receiving time and one-half for works done on Sundays,

New Year's Day and Christmas Day and the operators are receiving a premium or 0·10 per hour for the same days. Besides, the operators are paid time and one-half for all works performed in excess of nine hours. The above facts seem to place the employees of the Company in a better position than the employees of Hull City Transports Ltd., which operates in the same area and also, to a certain extent, in a better position than the employees of Chambly and Fortin Transports Limited who receive only a premium of 0·10 per hour, although it is true they are granted six holidays instead of two, but no proof was offered whether they receive increased pay for works performed on Sundays, as in the present case.

In the present circumstances, therefore, the Board is of the opinion that the present condition should not be disturbed. On this particular point, the three members of the Board are unanimous.

B

Lay-over Time

The Union is asking that all lay-over time requiring an operator to remain in charge of a bus, shall be paid at regular wage rates.

Although this demand would seem to apply to all lay-over time, the Union, in its brief and at the hearing admitted that same should apply to regular scheduled runs and not on charter and special work.

The company agrees, on this point, to the following amendment:—

"All lay-over time requiring an operator to remain in charge of a bus, less than half an hour, shall be paid for at regular wage rates".

Such amendment will be to the benefit of the employees to a certain extent and the three members are of the opinion to recommend same.

C

The Week's Vacation After 15 Years' Service

The Union contends that three weeks' vacation with pay should be granted annually to all employees who have fifteen or more complete calendar years of continuous service. The Union quotes, in support of its contentions, a long list of companies engaged in transit industry through Canada, except the Province of Quebec, whom are granting at least three weeks' vacations after a certain number of years of service and which vary according to the localities referred to. No mention, however, is made about the holidays granted to employees with less than five years of service.

The Chairman and Mr. Bherer, Nominee of the Company, are of the opinion that the present holiday arrangements, namely one week vacation with pay after one year and two weeks after five years, should not be disturbed.

Mr. Dubin, Nominee of the Union, disagrees, on this point, with the other members on the Board and recommends that the request of the Union should be granted.

D

Wage Rates

On this particular point, the question of whether or not the Company is a wholly Quebec corporation was again, but slightly, raised, and so to compare the rates paid by Company in the transit business in Quebec and by other companies on other Provinces in the country. Although the Board is of the opinion that the present Company is rather a wholly Quebec Corporation by the nature and the extent of its operation, that fact should not be considered as establishing a permanent obstacle for Quebec employees to ask, only, for the highest rates paid in Quebec in a similar industry. In this particular case, some consideration should be given to, at least, the wage structure of Ottawa where the Company operates, although to a small degree.

After careful consideration of all relevant factors, after study of the briefs filed by the parties, the Chairman of the Board and Mr. Dubin, Nominee of the Union, are of the opinion to recommend an increase of ten cents (0·10) per hour in the basic rates retroactive to September 1, 1952, date of the termination of the agreement.

Mr. Bherer, Nominee of the Company, disagrees on this point. A separate report will be filed by Mr. Bherer.

All of which is respectfully submitted.

(Sgd.) Edouard Tellier,
Chairman.
(Sgd.) C. L. Dubin,
Member.

Montreal, 17th March, 1953.

Minority Report

To the
Hon. Minister of Labour of Canada:

On the recommendation of the employer, pursuant to the Provisions of the Industrial Relations and Disputes Investigation Act, you have appointed me a member of the Board of Conciliation and Investigation, in this matter. I now respectfully submit my report.

The Board sat in Chambers with the Chairman and also held a public hearing

in Hull. At the public hearing the parties to the dispute were present, and each submitted a brief with annex, to support its contention.

There were many points at issue but only four retained our attention since the other ones had been mutually agreed upon by the parties during the negotiations.

1. Premium pay for work done by garage employees and bus operators on Sundays and the following Statutory holidays:—

Christmas Day
New Year's Day
Good Friday
June 24
July 1
Labour Day
Thanksgiving Day
Remembrance Day.

It is common practice in the private industry, to pay a premium to employees over their regular rate of pay, for work done on Sundays and some other holidays that are not considered as regular work days. The employers have agreed to that because they are free to have their employees working or not on those days. Those days are not regular work days. Over-work and undue fatigue might be caused if employees were working on Sundays. The premium is agreed to prevent work being done on those days.

A public enterprise such as a bus transportation company is not free to operate or not on Sundays, and the above-mentioned holidays. These days are regular work days. The employees working on those days have another day during the week for relaxation and rest. There is no reason to warrant payment of a premium for regular work done on a regular day of work during the regular hours of work.

It is no common practice in the bus transportation industry in the Province of Quebec, to pay a higher rate on the above-mentioned days for work done. The employer is already paying a premium to garage employees (time and one-half), and to bus operators (10¢), for work done on Sundays, Christmas and New Year's Day. I see no justification for increasing this benefit.

2. Lay-over time.

The bargaining agent submitted grievances on this point. When an employee has to wait at the end of a run for the next departure, sometimes 10, 15 minutes, he is paid at the rate of 50¢ per hour, instead of the regular rate. The Union claims that this is wrong and that the employee being on duty should be paid the regular rate. I partly agree to that contention of the Union and I would suggest that:—

"All lay-over time requiring an operator to remain in charge of a bus less than half an hour shall be paid for at regular wage rates".

3. Three weeks vacation with pay.

The bargaining agent wanted to obtain for the employees having 15 years or more of continuous service, an additional six days holiday with pay based on an 8-hour day, to be granted annually.

This is not a common practice in the interurban bus industry in the Province of Quebec. Not one single case was mentioned. Since the employer does not want to agree to that, I am of the opinion that it should not be imposed on it.

4. Wage Rates.

The actual rates of pay for bus operators are:—

1st year.....	$ .94	per hour
2nd year.....	.96	per hour
3rd year.....	1.00	per hour

The union has requested the company to grant an increase of 30¢ over those rates from the 1st of September 1952.

The garage employees' rates vary from 73¢ to $1.11 per hour. The Union has requested an increase over those rates varying from 30¢ to 49¢ per hour effective from the 1st of September 1952.

The company contends that no increase whatsoever is justified at the present time.

The employer has submitted that the total cost of such an increase in the rates of pay would amount to $60,000 per year. I think we have to accept the statement of the company on this point.

On the other hand, the company has submitted a statement of affairs and a statement of operation under the signature of its auditors, P. S. Ross and Sons, showing a surplus of $2,688 for the last year, without providing for any return on its assets used in giving the service to the public estimated at $400,000. I accept as being true to facts, the statement filed by the company. Its auditors are a reliable firm of public accountants and I am sure that they have shown the affairs of the company and the result of its operations so as to reflect the real situation of the company.

I have come to the conclusion that the company is not in any way capable of increasing its wage bill by increasing the wage rates of its employees. The employer is actually paying its employees at a rate that is in accordance with rates obtained for similar work in the Province of Quebec.

It is even paying more than almost every other company operating similar services in the Province of Quebec.

The operations of the company are subject to the supervision and control of the Quebec Transportation Board, and for this reason I think the Quebec standard should be the guiding rule in appraising the situation of the employees of the company.

I must take into account the situation of the company in giving my opinion on a dispute, I feel in duty bound to examine the ability to pay of the employer if I am to impose on him an added financial burden by increasing the cost of its labour. Coming to the conclusion that the company is unable to pay more because it does not have the revenue to do so, I cannot agree to increase the rates of pay of its employees, not even recommend it.

I think that the matter should be submitted to the Board of Transportation of Quebec. The Board has the authority to grant more revenue to the company by increasing its rate for the transportation of passengers, the Board of Transportation is the primary authority to consult in this matter of rates and added revenue.

I feel that if I was suggesting an increase in the rates of pay of the employees of the company, I would not help solving a dispute, on the contrary I think I would simply aggravate it. The employees would then think that they are entitled to an increased rate of pay and the company would not have the money to pay for it. I am of the opinion that between the company and its employees, a better way to solve their differences will be found if they are let free to decide what is best to them under the actual circumstances. The employees are surely interested in the good of the company. They must share the responsibility of maintaining its ability to continue its operation on a sound basis.

The whole respectfully submitted.

(Sgd.) Wilbrod Bherer.

Quebec, March 20, 1953.

Report of Board in Dispute between

Canadian National Railways (Atlantic, Central and Western Regions)

and

Brotherhood of Locomotive Firemen and Enginemen

To:
The Hon. the Minister
of Labour of Canada.

The Board of Conciliation and Investigation constituted for the investigation of the above-mentioned dispute, respectfully submits the following report:—

Following the amendment of the statement of matters referred to the Board by Instrument of the Hon. Minister dated the 11th day of November 1952, the Board met again with the parties at Montreal on November 17, 18 and 19, 1952 at Toronto on December 3 and 4, 1952, and again at Montreal on January 5, 1953. Between the last mentioned date and the day of the resumption of the sittings on February 9, 1953, the parties renewed their discussions toward settlement on the urging of the Members of the Board, and we are now pleased to be able to report that the matters in dispute have been substantially settled by the Railway and the Brotherhood.

Attached hereto and marked Schedule "A" is a copy of the initial Memorandum of Understanding. Attached hereto and marked Schedule "B" is the Memorandum of Agreement relating to the Atlantic and Central Regions of the Canadian National Railways Company but excluding the Newfoundland District. Attached hereto and marked Schedule "C" is the Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Firemen, Helpers and Hostlers while on annual vacation with pay with respect to the Atlantic, Central and Western Regions of the Railway but excluding the Newfoundland District. Attached hereto and marked Schedule "D" is the Memorandum of Agreement with respect to the Newfound-

On March 21, 1953, the Minister of Labour received the reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and (1) Canadian National Railways (Atlantic, Central and Western Regions) and (2) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions).

The Conciliation Board affecting the employees of the Canadian National Railways was under the Chairmanship of the Hon. Mr. Justice G. A. Gale; the other members of the Board were: T. R. Meighen, QC, Montreal, and the Hon. Charles P. McTague, QC, Toronto, nominees of the company and union respectively.

The Conciliation Board in the dispute affecting the employees of the Canadian Pacific Railway Company had the same chairman and the same trade union nominee. The nominee of the Canadian Pacific Railway Company was Norman L. Mathews, QC, Toronto.

The text of the reports is reproduced herewith.

land District, Atlantic Region, of the Railway. Attached hereto and marked Schedule "E" is the Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers while on annual vacation with pay with respect to the Newfoundland District of the Railway. Attached hereto and marked Schedule "F" is the Memorandum of Agreement with respect to the Western Region.

All of which is respectfully submitted this 9th day of March 1953.

(Sgd.) G. A. Gale,
Chairman.
(Sgd.) T. R. Meighen,
Member.
(Sgd.) C. P. McTague,
Member.

Schedule "A"

Canadian National Railway Company

Memorandum of Understanding setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Engineers, Newfoundland District, Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers, Atlantic, Central, Western Regions, and Newfoundland District, submitted by the Brotherhood of Locomotive Firemen and Enginemen in their request of February 1, 1952 and the proposals submitted by the Railway as negotiated at Montreal 1952-1953.

1. Increase of 12 per cent on present basic wage rates for all employees represented by the Brotherhood of Locomotive Firemen and Enginemen, effective April 1, 1952.
2. Present differentials, including those between lines east of Edmonton and west of Edmonton, not to be changed.
3. An increase of 13 per cent over the rates in effect prior to April 1, 1952 for Locomotive Firemen and Helpers in Yard Service, Hostlers and Hostlers' Helpers, effective February 16, 1953.
4. The wage scale for Locomotive Firemen and Helpers in Freight Service on the Western Region to be extended as follows:—

   350,000 to 400,000 lbs.
   400,000 to 450,000 lbs.
   450,000 to 500,000 lbs.
   500,000 lbs. and over.

5. Escalator Clause, out.
6. The minimum allowance for housing and taking locomotives out to be reduced to 15 minutes.
7. The term of the agreement shall be for one year from February 16, 1953.

For the Employees:

(Sgd.) Thomas Mattingly,
Chairman.
Negotiating Committee.

For the Railway:

(Sgd.) R. Hayes,
Chairman,
Negotiating Committee.

Dated at Montreal, February 9, 1953.

Schedule "B"

Canadian National Railway Company
Steam Lines
Atlantic and Central Regions
excluding
Newfoundland District

Memorandum of Agreement setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers submitted by the Brotherhood of Locomotive Firemen & Enginemen in their request of February 1, 1952 and

the proposals submitted by the Railway, as negotiated at Montreal, P.Q., 1952-1953.

The agreement between the Canadian National Railways, Atlantic and Central Regions, and Brotherhood of Locomotive Firemen and Enginemen, effective March 1, 1933, is amended to the extent as indicated herein:—

Rates of Pay—

All lines east of Armstrong and Port Arthur excluding Lines in New England, United States & Canada Railroad, Champlain & St. Lawrence Railroad and St. Clair Tunnel Company.

Rules governing service of Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers—

All lines east of Armstrong, Port Arthur, Detroit and St. Clair Rivers including Lines in New England, United States & Canada Railroad, Champlain & St. Lawrence Railroad and St. Clair Tunnel Company.

Rates effective as of dates indicated.

Rules effective February 16, 1953.

PASSENGER SERVICE

Article 1

A. Rates of Pay effective April 1, 1952:

Weight on Drivers	Firemen or Helpers				Helpers	
	Coal and Diesel		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	$	cts.	$	cts.	$
Less than 140,000 lbs.	9·97	9·97	9·79	9.79	9·79	9.79
140,000 to 170,000 lbs.	10·15	10.15	9·97	9.97	9·79	9.79
170,000 to 200,000 lbs.	10·24	10.24	10·06	10.06	9·79	9.79
200,000 to 250,000 lbs.	10·33	10.33	10·15	10.15	9·97	9·97
250,000 to 300,000 lbs.	10·33	10.33	10·15	10.15	9·97	9.97
300,000 to 350,000 lbs.	10·42	10.42	10·24	10.24	9·97	9.97
350,000 to 400,000 lbs.	10·51	10.51	10·33	10.33	9·97	9.97
400,000 to 450,000 lbs.	10·60	10.60	10·42	10.42	10·15	10.15
450,000 to 500,000 lbs.	10·68	10.68	10·51	10.51	10·15	10.15
500,000 to 550,000 lbs.	10·77	10.77	10·60	10.60	10·15	10.15
550,000 to 600,000 lbs.	10·86	10.86	10·68	10.68	10·15	10.15
600,000 to 650,000 lbs.	10·95	10.95	10·77	10.77	10·33	10.33
650,000 to 700,000 lbs.	11·04	11.04	10·86	10.86	10·33	10.33
700,000 to 750,000 lbs.	11·13	11.13	10·95	10.95	10·33	10.33
750,000 to 800,000 lbs.	11·22	11.22	11·04	11.04	10.33	10.33
800,000 to 850,000 lbs.	11·31	11.31	11·13	11.13	10·51	10.51
850,000 to 900,000 lbs.	11·40	11.40	11·22	11.22	10·51	10.51
900,000 to 950,000 lbs.	11·49	11.49	11·31	11.31	10·51	10.51
950,000 to 1,000,000 lbs.	11·58	11.58	11·40	11.40	10·51	10.51
1,000,000 lbs and over	11·67	11.67	11·49	11.49	10·68	10.68

C. Daily Guarantee: Passenger Service:

In passenger service, the earnings from mileage, overtime or other rules applicable for each day service is performed shall not be less than $10.88 for firemen.

FREIGHT SERVICE

Article 6

A. Rates of Pay per Mile or per Day effective April 1, 1952:

Weight on Drivers	Firemen or Helpers				Helpers	
	Coal and Diesel		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	$	cts.	$	cts.	$
Less than 140,000 lbs.	10·77	10.77	10·60	10.60	10·51	10.51
140,000 to 170,000 lbs.	10·95	10.95	10·77	10.77	10·51	10.51
170,000 to 200,000 lbs.	11·13	11.13	10·95	10.95	10·51	10.51
200,000 to 250,000 lbs.	11·31	11.31	11·13	11.13	10·68	10.68
250,000 to 300,000 lbs.	11.49	11.49	11·49	11.49	10·68	10.68
300,000 to 350,000 lbs.	11·67	11.67	11·67	11.67	10·68	10.68
350,000 to 400,000 lbs.	11·85	11.85	11·85	11.85	10·68	10.68
400,000 to 450,000 lbs.	12·03	12.03	12·03	12.03	10·86	10.86
450,000 to 500,000 lbs.	12·21	12.21	12·21	12.21	10·86	10.86
500,000 to 550,000 lbs.	12·39	12.39	12·39	12.39	10·86	10.86
550,000 to 600,000 lbs.	12·57	12.57	12·57	12.57	10·86	10.86
600,000 to 650,000 lbs.	12·75	12.75	12·75	12.75	11·04	11.04
650,000 to 700,000 lbs.	12·92	12.92	12·92	12.92	11·04	11.04
700,000 to 750,000 lbs.	13·10	13.10	13·10	13.10	11·04	11.04
750,000 to 800,000 lbs.	13·28	13.28	13·28	13.28	11·04	11.04
800,000 to 850,000 lbs.	13·46	13.46	13·46	13.46	11·22	11.22
850,000 to 900,000 lbs.	13·64	13.64	13·64	13.64	11·22	11.22
900,000 to 950,000 lbs.	13·82	13.82	13.82	13.82	11·22	11.22
950,000 to 1,000,000 lbs.	14·00	14.00	14·00	14.00	11·22	11.22
1,000,000 lbs and over	14·18	14.18	14·18	14.18	11·40	11.40

YARD SERVICE

Article 8

Effective April 1, 1952 rates of pay of Locomotive Firemen and Helpers in Yard Service will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

Weight on Drivers	Firemen or Helpers	Helpers
	Coal and Diesel Per Day	Electric Per Day
	$	$
Less than 140,000 lbs.	11·07	11·07
140,000 to 170,000 lbs.	11·21	11·07
170,000 to 200,000 lbs.	11·21	11·07
200,000 to 250,000 lbs.	11·35	11·07
250,000 to 300,000 lbs.	11·35	11·07
300,000 to 350,000 lbs.	11·53	11·25
350,000 to 400,000 lbs.	11·53	11·25
400,000 to 450,000 lbs.	11·71	11·25
450,000 to 500,000 lbs.	11·71	11·25
500,000 to 550,000 lbs.	11·89	11·44
550,000 to 600,000 lbs.	11·89	11·44
600,000 to 650,000 lbs.	12·07	11·44
650,000 to 700,000 lbs.	12·07	11·44
700,000 to 750,000 lbs.	12·25	11·62
750,000 to 800,000 lbs.	12·25	11·62
800,000 to 850,000 lbs.	12·43	11·62
850,000 to 900,000 lbs.	12·43	11·62
900,000 to 950,000 lbs.	12·61	11·80
950,000 to 1,000,000 lbs.	12·61	11·80
1,000,000 lbs. and over	12·79	11·80

Article 9

A. Rotary Snow Plows:

Rates of pay for firemen operating rotary snow plows shall be $11.31 per day of eight (8) hours or less; overtime at three-sixteenths ($\frac{3}{16}$ths) of daily rate.

HOSTLERS

Article 12

Effective April 1, 1952 rates of pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Outside Hostler	$12.06
Inside Hostler	11.38
Outside Hostler's Helper	10.70

Article 18

Housing and Taking Engine Out:

Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation ... Time allowed for taking out engines or housing engines on arrival, applies only to places where no hostlers are employed for that purpose, unless firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

Article 20

Attending Court:

Firemen or helpers attending Court or Coroner's Inquest on legal cases for the Company, or subpoenaed by the Crown in such cases, will be paid actual mileage locomotive makes or time lost.

When no time is lost, pay will be allowed at the rate of $9.97 per day of eight hours for each period of twenty-four hours, and if required during a lay-off period of sixteen hours or more, a full day's pay will be allowed, but if required during a lay-off period of less then sixteen hours, pay will be allowed *pro rata* with a minimum of half a day.

Men on the spare list who do not lose their turn will be paid actual time with a minimum of half a day, but if they lose their turn they will fall to the bottom of the list and be paid a full day.

Actual reasonable expense incurred will be allowed.

The Court witness fees and mileage will be assigned to the Company.

Article 56

Duration of Agreement:

This agreement shall continue in effect for one year and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date, February 16, 1953.

For the Employees:

(Sgd.) L. H. LANGLEY,
General Chairman.
(Sgd.) A. E. MATTHEWS,
General Chairman.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President & General Manager, Atlantic Region.
(Sgd.) A. J. LOMAS,
Vice-President, Central Region.

Approved:

(Sgd.) THOMAS MATTINGLY.
(Sgd.) W. L. DRUCE.
(Sgd.) J. GRAHAM.
(Sgd.) W. E. GAMBLE.
Negotiating Committee.

Signed at Montreal, February 10, 1953.

Schedule "C"

CANADIAN NATIONAL RAILWAY COMPANY
ATLANTIC, CENTRAL AND WESTERN REGIONS
excluding
NEWFOUNDLAND DISTRICT

Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Firemen, Helpers and Hostlers while on annual vacation with pay.

It is agreed that effective February 16, 1953 the vacation wage scale dated at Montreal, P.Q., March 31, 1951, covering basis of compensating Locomotive Firemen, Helpers and Hostlers for annual vacation with pay is revised as follows:—

Locomotive Firemen	Coal per day Passenger Service	Oil per day	Electric per day
	$	$	$
Atlantic and Central Regions	11.98	11.77	11.45
Western Region—Lines East of Edmonton	11.98	.....	11.45
" " —Lines West of Edmonton	12.06	.....	11.54
" " —Coal Branches out of Edson	12.74	.....	12.21
Through Freight and Spare Board Service			
	$	$	$
Atlantic and Central Regions	12.24	12.05	11.56
Western Region—Lines East of Edmonton	12.24	.....	11.56
" " —Lines West of Edmonton	12.32	.....	11.64
" " —Coal Branches out of Edson	12.90	.....	12.22
Way Freight Service			
	$	$	$
Atlantic and Central Regions	12.68	12.49	12.00
Western Region Lines East of Edmonton	12.68	.....	12.00
" " —Lines West of Edmonton	12.76	.....	12.08
" " —Coal Branches out of Edson	13.34	.....	12.66
Yard Service			
	$	$	$
Canadian Lines	12.14	.....	11.99

Hostlers	Per day
Outside	$12.06
Inside	11 38
Outside Helpers	10.70
Main Line (Western Region)	12.49

Lines East of Edmonton include trains operating to and from and upon the Athabasca and Sangudo Subdivisions, and lines on Vancouver Island.

For the Employees:

(Sgd.) L. H. LANGLEY,
(Sgd.) A. E. MATTHEWS,
(Sgd.) W. E. GAMBLE,
General Chairmen.

.....
.....

(Sgd.) THOMAS MATTINGLY,
(Sgd.) W. L. DRUCE,
(Sgd.) J. GRAHAM,
Negotiating Committee.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President & General Manager, Atlantic Region.

(Sgd.) A. J. LOMAS,
Vice-President, Central Region.

(Sgd.) J. R. MCMILLAN,
Vice-President, Western Region.

Signed at Montreal, P.Q., February 10, 1953.

Schedule "D"

CANADIAN NATIONAL RAILWAY COMPANY
STEAM LINES
NEWFOUNDLAND DISTRICT, ATLANTIC REGION

Memorandum of Agreement setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Engineers, Firemen, Helpers, Hostlers and Hostlers' Helpers submitted by the Brotherhood of Locomotive Firemen & Enginemen in their request of February 1, 1952 and the proposals submitted by the Railway, as negotiated at Montreal, Quebec, 1952-1953.

The agreement between the Canadian National Railways, Newfoundland District, and Brotherhood of Locomotive Firemen & Enginemen, effective in so far as rates are concerned April 1, 1949 and rules effective November 1, 1949, is amended to the extent as indicated herein:—

Rates effective as of dates indicated.
Rules effective February 16, 1953.

Passenger Service

Article 1

A. Rates of Pay effective April 1, 1952:

Weight on Drivers	Engineers		Firemen or Helpers				Helpers	
			Coal–Diesel Electric		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	$	cts.	$	cts.	$	cts.	$
Less than 140,000 lbs.	11·47	11.47	9·97	9.97	9·79	9·79	9·79	9.79
140,000 to 170,000 lbs.	11·56	11.56	10·15	10.15	9·97	9.97	9·79	9.79
170,000 to 200,000 lbs.	11·65	11.65	10·24	10.24	10·06	10.06	9·79	9.79
200,000 to 250,000 lbs.	11·74	11.74	10·33	10.33	10·15	10.15	9·97	9.97
250,000 to 300,000 lbs.	11·83	11.83	10·33	10.33	10·15	10.15	9·97	9.97
300,000 to 350,000 lbs.	11·92	11.92	10·42	10.42	10·24	10.24	9·97	9.97
350,000 to 400,000 lbs.	12·01	12.01	10·51	10.51	10·33	10.33	9·97	9.97
400,000 to 450,000 lbs.	12·10	12.10	10·60	10.60	10·42	10.42	10·15	10.15
450,000 to 500,000 lbs.	12·19	12.19	10·68	10.68	10·51	10.51	10·15	10.15
500,000 to 550,000 lbs.	12·28	12.28	10·77	10.77	10·60	10.60	10·15	10.15
550,000 to 600,000 lbs.	12·36	12.36	10·86	10.86	10·68	10.68	10·15	10.15
600,000 to 650,000 lbs.	12·45	12.45	10·95	10.95	10·77	10.77	10·33	10.33
650,000 to 700,000 lbs.	12·54	12.54	11·04	11.04	10·86	10.86	10·33	10.33
700,000 to 750,000 lbs.	12·63	12.63	11·13	11.13	10·95	10.95	10·33	10.33
750,000 to 800,000 lbs.	12·72	12.72	11·22	11.22	11·04	11.04	10·33	10.33
800,000 to 850,000 lbs.	12·81	12.81	11·31	11.31	11·13	11.13	10·51	10.51
850,000 to 900,000 lbs.	12·90	12.90	11·40	11.40	11·22	11.22	10·51	10.51
900,000 to 950,000 lbs.	12·99	12.99	11·49	11.49	11·31	11.31	10·51	10.51
950,000 to 1,000,000 lbs.	13·08	13.08	11·58	11.58	11·40	11.40	10·51	10.51
1,000,000 lbs. and over	13·17	13.17	11·67	11.67	11·49	11.49	10·68	10.6

C. Daily Guarantee: Passenger Service:

In passenger service, the earnings from mileage, overtime or other rules applicable, for each day service is performed, shall not be less than $12.63 for Engineers and $10.88 for Firemen.

Freight Service

Article 6

A. Rates of Pay per Mile or Per Day effective April 1, 1952:

Weight on Drivers	Engineers		Firemen or Helpers				Helpers	
			Coal–Diesel Electric		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	$	cts.	$	cts.	$	cts.	$
Less than 140,000 lbs.	12·69	12.69	10·77	10.77	10·60	10.60	10·51	10.51
140,000 to 170,000 lbs.	12·96	12.96	10·95	10.95	10·77	10.77	10·51	10.51
170,000 to 200,000 lbs.	13·14	13.14	11·13	11.13	10·95	10.95	10·51	10.51
200,000 to 250,000 lbs.	13·32	13.32	11·31	11.31	11·13	11.13	10·68	10.68
250,000 to 300,000 lbs.	13·47	13.47	11·49	11.49	11·49	11.49	10·68	10.68
300,000 to 350,000 lbs.	13·63	13.63	11·67	11.67	11·67	11.67	10·68	10.68
350,000 to 400,000 lbs.	13·85	13.85	11·85	11.85	11·85	11.85	10·68	10.68
400,000 to 450,000 lbs.	14·06	14.06	12·03	12.03	12·03	12.03	10·86	10.86
450,000 to 500,000 lbs.	14·26	14.26	12·21	12.21	12·21	12.21	10·86	10.86
500,000 to 550,000 lbs.	14·46	14.46	12·39	12.39	12·39	12.39	10·86	10.86
550,000 to 600,000 lbs.	14·66	14.66	12·57	12.57	12·57	12.57	10·86	10.86
600,000 to 650,000 lbs.	14·86	14.86	12·75	12.75	12·75	12.75	11·04	11.04
650,000 to 700,000 lbs.	15·06	15.06	12·92	12.92	12·92	12.92	11·04	11.04
700,000 to 750,000 lbs.	15·27	15.27	13·10	13.10	13·10	13.10	11·04	11.04
750,000 to 800,000 lbs.	15·47	15.47	13·28	13.28	13·28	13.28	11·04	11.04
800,000 to 850,000 lbs.	15·67	15.67	13·46	13.46	13·46	13.46	11·22	11.22
850,000 to 900,000 lbs.	15·87	15.87	13·64	13.64	13·64	13.64	11·22	11.22
900,000 to 950,000 lbs.	16·07	16.07	13·82	13.82	13·82	13.82	11·22	11.22
950,000 to 1,000,000 lbs.	16·27	16.27	14·00	14.00	14·00	14.00	11·22	11.22
1,000,000 lbs. and over	16·48	16.48	14·18	14.18	14·18	14.18	11·40	11.40

Oil differential not to apply on engines weighing over 215,000 lbs. on drivers.

YARD AND TRANSFER SERVICE—ENGINEERS

Article 8

A. Rates of Pay effective April 1, 1952:

Weight on Drivers	Engineers Per Day
	$
Less than 140,000 lbs.	12.69
140,000 to 170,000 lbs.	12.96
170,000 to 200,000 lbs.	13.14
200,000 to 250,000 lbs.	13.32
250,000 to 300,000 lbs.	13.47
300,000 to 350,000 lbs.	13.63
350,000 to 400,000 lbs.	13.85
400,000 to 450,000 lbs.	13.85
450,000 to 500,000 lbs.	13.85
500,000 to 550,000 lbs.	13.85
550,000 to 600,000 lbs.	13.85
600,000 to 650,000 lbs.	13.85
650,000 to 700,000 lbs.	13.85
700,000 to 750,000 lbs.	13.85
750,000 to 800,000 lbs.	13.85
800,000 to 850,000 lbs.	13.85
850,000 to 900,000 lbs.	13.85
900,000 to 950,000 lbs.	13.85
950,000 to 1,000,000 lbs.	13.85
1,000,000 lbs. and over	13.85

YARD SERVICE—FIREMEN OR HELPERS

Effective April 1, 1952, rates of pay of Locomotive Firemen and Helpers in Yard Service will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

Weight on Drivers	Firemen or Helpers Coal and Diesel Per Day	Helpers Electric Per Day
	$	$
Less than 140,000 lbs.	11.07	11.07
140,000 to 170,000 lbs.	11.21	11.07
170,000 to 200,000 lbs.	11.21	11.07
200,000 to 250,000 lbs.	11.35	11.07
250,000 to 300,000 lbs.	11.35	11.07
300,000 to 350,000 lbs.	11.53	11.25
350,000 to 400,000 lbs.	11.53	11.25
400,000 to 450,000 lbs.	11.71	11.25
450,000 to 500,000 lbs.	11.71	11.25
500,000 to 550,000 lbs.	11.89	11.44
550,000 to 600,000 lbs.	11.89	11.44
600,000 to 650,000 lbs.	12.07	11.44
650,000 to 700,000 lbs.	12.07	11.44
700,000 to 750,000 lbs.	12.25	11.62
750,000 to 800,000 lbs.	12.25	11.62
800,000 to 850,000 lbs.	12.43	11.62
850,000 to 900,000 lbs.	12.43	11.62
900,000 to 950,000 lbs.	12.61	11.80
950,000 to 1,000,000 lbs.	12.61	11.80
1,000,000 lbs. and over	12.79	11.80

SNOW PLOW SERVICE

Article 9

A. Rotary Snow Plows:

Rates of pay for Engineers and Firemen operating snow plows shall be as follows: Engineers $13.32; Firemen $11.31 per day of eight (8) hours or less; overtime at three-sixteenths ($\frac{3}{16}$ths) of daily rate.

HOSTLERS

Article 12

Effective April 1, 1952, rates of pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Outside Hostlers	$12.06
Inside Hostlers	11.38
Outside Hostlers' Helpers	10.70

Article 18

Housing and Taking Engine Out:

Engineers and Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation ... Time allowed for taking out engines or housing engines on arrival, applies only to places where no hostlers are employed for that purpose, unless engineers and firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

Article 20

Attending Court:

Engineers, Firemen or Helpers attending Court or Coroner's inquest on legal cases for the Company, or subpoenaed by the Crown in such cases will be paid actual mileage locomotive makes or time lost.

When no time is lost, pay will be allowed at the rate of $11.47 for Engineers and $9.97 for Firemen or Helpers per day of eight hours for each period of twenty-four hours, and if required during a lay-off period of sixteen hours or more, a full day's pay will be allowed, but if required during a lay-off of less than sixteen hours, pay will be allowed *pro rata* with a minimum of half a day.

Men on the spare list who do not lose their turn will be paid actual time with a minimum of half a day, but if they lose their turn they will fall to the bottom of the list and be paid a full day.

Actual reasonable expense incurred will be allowed.

The Court witness fees and mileage will be assigned to the Company.

Article 56

Duration of Agreement:

This agreement shall continue in effect for one year from February 16, 1953, and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date.

For the Employees:

(Sgd.) M. Carey,
General Chairman.

For the Company:

(Sgd.) W. E. Robinson,
Vice-President &
General Manager,
Atlantic Region.

Approved:

(Sgd.) Thomas Mattingly.
(Sgd.) W. L. Druce.
(Sgd.) L. H. Langley.
(Sgd.) A. E. Matthews.
(Sgd.) W. E. Gamble.
(Sgd.) J. Graham.
Negotiating Committee.

Signed at Montreal, February 10, 1953.

Schedule "E"

Canadian National Railways
Newfoundland District

Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers while on annual vacation with pay.

It is agreed that effective February 16, 1953 the vacation wage scale dated at Montreal, P.Q., March 31, 1951 covering basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers for annual vacation with pay is revised as follows:—

Locomotive Engineers

Passenger Service	$13·42 per day
Through Freight and Spare Board Service	13.96 per day
Way Freight Service	14.53 per day
Yard Service	13.75 per day

Locomotive Firemen

	Coal Per Day	Oil Per Day	Electric Per Day
	$	$	$
Passenger Service	11.66	11.45	11.45
Through Freight and Spare Board Service	11.85	11.66	11.56
Way Freight Service	12.29	12.10	12.00
Yard Service	11.99	.....	11.99

Hostlers

Outside	$12.06 per day
Inside	11.38 per day
Outside Hostlers' Helpers	10.70 per day

For the Employees:

(Sgd.) M. Carey,
General Chairman.
(Sgd.) Thomas Mattingly.
(Sgd.) L. H. Langley.
(Sgd.) A. E. Matthews.
(Sgd.) J. Graham.
(Sgd.) W. E. Gamble.
(Sgd.) W. L. Druce.
Negotiating Committee.

For the Company:

(Sgd.) W. E. Robinson,
Vice-President &
General Manager,
Atlantic Region.

Signed at Montreal, P.Q., February 10, 1953.

Schedule "F"

Canadian National Railway Company
Western Region

Memorandum of Agreement setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers, submitted by the Brotherhood of Locomotive Firemen and Enginemen in their request of February 1, 1952 and the proposals submitted by the Railway, as negotiated at Montreal, P.Q., 1952-1953.

The agreement between Canadian National Railway Company, designated as the Canadian National Railways, Western Region, and the Brotherhood of Locomotive Firemen and Enginemen, effective May 1, 1933, and subsequent revisions, is amended to the extent as indicated herein:—

Rates effective as of dates indicated.

Rules effective February 16, 1953.

Article 2

A. Rates of Pay—Lines East of Edmonton, including trains operating on, to and from the Athabasca and Sangudo Subdivisions, and Lines on Vancouver Island:

Rates per Day effective April 1, 1952.

Weight on Drivers	—		Through Freight and all other service not otherwise specified	
	Coal, Oil and Diesel-Electric	Helpers Electric	Coal, Oil and Diesel-Electric	Helpers Electric
	$	$	$	$
Less than 140,000 lbs.	9.97	9.79	10.77	10.51
140,000 to 170,000 lbs.	10.15	9.79	11.10	10.51
170,000 to 200,000 lbs.	10.24	9.79	11.13	10.51
200,000 to 250,000 lbs.	10.33	9.97	11.47	10.68
250,000 to 300,000 lbs.	10.33	9.97	11.49	10.68
300,000 to 350,000 lbs.	10.42	9.97	11.67	10.68
350,000 to 400,000 lbs.	10.51	9.97	11.85	10.68
400,000 to 450,000 lbs.	10.60	10.15	12.03	10.86
450,000 to 500,000 lbs.	10.68	10.15	12.21	10.86
500,000 lbs. and over	10.77	10.15	12.39	10.86
Mallets regardless of weight	11.13	.....	.....	.....
Mallets:				
Less than 275,000 lbs.	.....	.....	11.85	.....
275,000 lbs. and over	.....	.....	12.20	.....

B. Rates of Pay—Valley Rate—Lines West of Edmonton, excepting trains operating to, from and upon the Athabasca and Sangudo Subdivisions, and Lines on Vancouver Island:

Rates per Day effective April 1, 1952.

Weight on Drivers	Passenger		Through Freight and all other service not otherwise specified	
	Coal, Oil and Diesel-Electric	Helpers Electric	Coal, Oil and Diesel-Electric	Helpers Electric
	$	$	$	$
Less than 140,000 lbs.	10.04	9.86	10.84	10.58
140,000 to 170,000 lbs.	10.22	9.86	11.17	10.58
170,000 to 200,000 lbs.	10.31	9.86	11.20	10.58
200,000 to 250,000 lbs.	10.40	10.04	11.54	10.75
250,000 to 300,000 lbs.	10.40	10.04	11.56	10.75
300,000 to 350,000 lbs.	10.49	10.04	11.74	10.75
350,000 to 400,000 lbs.	10.58	10.04	11.92	10.75
400,000 to 450,000 lbs.	10.67	10.22	12.10	10.93
450,000 to 500,000 lbs.	10.75	10.22	12.28	10.93
500,000 lbs. and over	10.84	10.22	12.46	10.93
Mallets regardless of weight	11.20	.....	.....	.....
Mallets:				
Less than 275,000 lbs.	.....	.....	11.92	.....
275,000 lbs. and over	.....	.....	12.27	.....

Snow Plow and Way Freight

For way freight and snow plow service, forty cents per one hundred miles or less shall be added to the through freight rates, according to class of engine or other power used; miles over one hundred to be paid *pro rata*.

C. Switching Service:

Effective April 1, 1952, Rates of Pay for Locomotive Firemen and Helpers in Switching Service will be increased by 12 per cent.

Rates of Pay effective February 16, 1953.

Weight on Drivers	Firemen Per Day	Helpers Electric Per Day
	$	$
Less than 140,000 lbs.	11.07	11.07
140,000 to 200,000 lbs.	11.21	11.07
200,000 to 300,000 lbs.	11.35	11.07
300,000 to 400,000 lbs.	11.53	11.25
400,000 to 500,000 lbs.	11.71	11.25
500,000 lbs. and over	11.89	11.44
Mallets under 275,000 lbs.	12.34	.....
Mallets 275,000 lbs. and over	12.61	.....

E. Daily Guarantee—Passenger Service:

In passenger service, the earnings from mileage, overtime and other rules applicable, for each day service is performed, shall not be less than Ten Dollars and Eighty-eight cents ($10.88) for Firemen.

F. Working Rotary Snow Plows:

Rate per hour.....$1.40½

Firemen on Rotary Snow Plows will be paid minimum day while held for such service, i.e., eight (8) hours at $1.40½ per hour.

G. Attending Court for Company:

Minimum Day (Rate per hour).$1.23¾

Article 3

K. Hostling:

Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation ... Time allowed for taking out engines or housing engines on arrival, applies only to places where no hostlers are employed for that purpose, unless firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

Rules and Rates of Pay Covering the Service of Hostlers and Hostlers' Helpers

Article 1

Effective April 1, 1952, Rates of Pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Inside Hostler	$11.38
Outside Hostler	12.06
Main Line Hostler	12.49
Outside Hostler's Helper	10.70

Article 41

Duration of Agreement:

This agreement shall continue in effect for one year from February 16, 1953, and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date.

For the Employees:

(Sgd.) W. E. Gamble,
General Chairman.

For the Company:

(Sgd.) J. R. McMillan,
Vice-President,
Western Region.

Approved:

(Sgd.) Thomas Mattingly.
(Sgd.) W. L. Druce.
(Sgd.) A. E. Matthews.
(Sgd.) J. Graham.
(Sgd.) L. H. Langley.
Negotiating Committee.

Signed at Montreal, P.Q., February 10, 1953.

Report of Board in Dispute between

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions)

and

Brotherhood of Locomotive Firemen and Enginemen

To:
The Hon. the Minister
of Labour of Canada.

The Board of Conciliation and Investigation constituted for the investigation of the above-mentioned dispute, respectfully submits the following report:—

Following the amendment of the statement of matters referred to the Board by Instrument of the Hon. Minister dated the 11th day of November, 1952, the Board met again with the parties at Montreal on November 17, 18 and 19, 1952, and again at Montreal on January 5 and 6, 1953. Between the last-mentioned date and the day of the resumption of the sittings on February 9, 1953, the parties renewed their discussions toward settlement

on the urging of the Members of the Board, and we are now pleased to be able to report that the matters in dispute have been settled by the Railway and the Brotherhood.

Attached hereto and marked Schedule "A" is a copy of the Agreement between the parties with respect to Firemen (Helpers) and Hostlers employed in Canada on the Eastern Region. Attached hereto and marked Schedule "B" is a copy of the Agreement between the parties with respect to Firemen (Helpers) and Hostlers employed in Canada on the Prairie and Pacific Regions. We are informed that under Part I of each Agreement, the employees thereby involved will receive an average increase of wages of approximately 12 per cent.

All of which is respectfully submitted this 9th day of March, 1953.

(Sgd.) G. A. Gale.
(Sgd.) C. P. McTague,
Member.
(Sgd.) Norman Mathews,
Member.

Schedule "A"

Canadian Pacific Railway Company

Memorandum of Agreement between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen on behalf of Firemen (Helpers), Hostlers and Hostler Helpers employed in Canada on the Eastern Region.

This Agreement is in complete settlement of matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company as a result of the notice from the B. of L. F. & E. dated February 1, 1952 for:—

(1) An increase in wage rates of $2.80 per day.
(2) Escalator clause.
(3) Representation rule, and
(4) Initial terminal delay, Eastern Region,

and the Notice from the Company under date of February 1, 1952 for:

(1) Necessary revisions to provide that a Fireman who takes his engine from a shop track or other similar point where he performs service in getting the engine ready will appear on duty 30 minutes before time ordered for and will sign appearance book; 30 minutes to be allowed at *pro rata* rates for preparatory service.
(2) Revise and clarify certain clauses in the diesel agreement governing preparatory time and time allowance for helpers on engines operating through terminals.
(3) Revision of Article 35 to remove restriction on starting time of firemen in yard service, and
(4) Clarification of Clause (C) of Article 35 in connection with a regularly assigned yard fireman who starts a second shift within a twenty-four hour period.

The current collective agreement is revised as follows:—

Article 1

Rates of Pay per Day of 100 Miles

Classification by Weight on Drivers (Pounds)	Passenger	Freight	
	All Engines	Coal and Diesel-Electric	Oil
	$	$	$
Less than 140,000 lbs.	9.97	10.77	10.61
140,000 lbs. to 170,000 lbs.	10.15	10.95	10.79
170,000 lbs. to 200,000 lbs.	10.24	11.13	10.97
200,000 lbs. to 250,000 lbs.	10.33	11.31	11.15
250,000 lbs. to 300,000 lbs.	10.33	11.49	11.49
300,000 lbs. to 350,000 lbs.	10.42	11.67	11.67
350,000 lbs. to 400,000 lbs.	10.51	11.85	11.85
400,000 lbs. to 450,000 lbs.	10.60	12.03	12.03
450,000 lbs. to 500,000 lbs.	10.68	12.21	12.21
500,000 lbs. and over	10.77	12.39	12.39

Oil differential not to apply on engines weighing over 215,000 lbs. on drivers.

The following rates will apply for firemen in freight service between Cartier and Fort William on M4, P2 and R Class engines.

	Coal	Oil
M4	$11.10	$10.89
P2, R	11.47	11.47

Minimum Day in Passenger Service — In all passenger service, the earnings from mileage, overtime, or other rules applicable, for each day service is performed, shall be not less than ten dollars and eighty-eight ($10.88) for Firemen

Watching Engines — Firemen watching and caring for engines on outside shop tracks at terminals, or when ordered from terminals, to watch engines at outside points:
Per day of 8 hours or less $10.72
Overtime 3/16 of the daily rate per hour

ARTICLE 34

Hostlers Service
(a) Hostlers, per day of eight (8) hours or less $11.38

If hostlers are employed in handling engines between passenger stations and roundhouses or yards or on main tracks they will be paid per day of eight (8) hours or less $12.06

If men are employed to assist hostlers in handling engines between passenger stations and roundhouses or yards or on main tracks they will be paid per day of eight (8) hours or less $10.70

ARTICLE 35

Yard Service
(a) Rates of Pay per day of eight (8) hours:

Classification by Weight on Drivers

Less than 140,000 lbs.	$11.07
140,000 lbs. to 200,000 lbs.	11.21
200,000 lbs. to 300,000 lbs.	11.35
300,000 lbs. to 400,000 lbs.	11.53
400,000 lbs. to 500,000 lbs.	11.71
500,000 lbs. and over	11.89

Clause (i) to be revised to read as follows:

"Where an independent assignment is worked regularly the starting time will be during one of the periods provided in sections (f) or (h)."

NOTE: Exceptions to the above may be made to cover local requirements in isolated cases where mutually agreed to between the appropriate officer of the Company and the General Chairman. No change shall be made in the established application of this rule.

VACATION RATES

Firemen (Helpers)

	Coal and Diesel Electric (Per Day)
Passenger Service (117 miles at $10.24)	$ 11.98
Through Freight and Spare Board (110 miles at $11.13)	12.24
Wayfreight Service (110 miles at $11.53)	12.68
Yard Service (108-1/3 miles at $11.21)	12.14

	Oil (Per Day)
Passenger Service (117 miles at $10.24)	$ 11.98
Through Freight and Spare Board (110 miles at $10.97)	12.07
Wayfreight Service (110 miles at $11.37)	12.51
Yard Service (108-1/3 miles at $11.21)	12.14

Hostlers

Inside Hostlers	$ 11.38 per day
Outside Hostlers	12.06 per day
Assistant Hostlers	10.70 per day

This Agreement is effective February 16, 1953 and will remain in effect as amended from February 16, 1953 until February 15, 1954 and thereafter until revised or superseded, subject to 60 days' notice by either party, which notice can be served at any time after December 15, 1953.

For the Brotherhood of Locomotive Firemen and Enginemen:

(Sgd.) J. GRAHAM,
General Chairman.

Approved:

(Sgd.) THOMAS MATTINGLY,
Vice-President.

For the Canadian Pacific Railway Company:

(Sgd.) G. N. CURLEY,
General Manager.

Montreal, Que., February 25, 1953.

Schedule "B"

CANADIAN PACIFIC RAILWAY COMPANY

Memorandum of Agreement between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen on behalf of Firemen (Helpers) and Hostlers employed in Canada on the Prairie and Pacific Regions.

This Agreement is in complete settlement of matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company as a result of the notice from the B. of L. F. & E. dated February 1, 1952 for:—

(1) An increase in wage rates of $2.80 per day.

(2) Escalator clause.

(3) Representation rule,

and the Notice from the Company under date of February 1, 1952 for:

(1) Necessary revisions to provide that a Fireman who takes his engine from a shop track or other similar point where he performs service in getting the engine ready will appear on duty 30 minutes before time ordered for and will sign appearance book; 30 minutes to be allowed at *pro rata* rates for preparatory service.

(2) Revise and clarify certain clauses in the diesel agreement governing preparatory time and time allowance for helpers on engines operating through terminals.

(3) Revision of Article 35 to remove restriction on starting time of firemen in yard service, and

(4) Clarification of Clause (C) of Article 35 in connection with a regularly assigned yard fireman who starts a second shift within a twenty-four hour period.

The current collective agreement is revised as follows:—

Article 1

Rates of Pay per Day of 100 Miles

Classification by weight on drivers (Pounds)	Passenger	Freight
	$	$
Less than 140,000 lbs.	9.97	10.77
140,000 lbs. to 170,000 lbs.	10.15	10.95
140,000 lbs. to 170,000 lbs. M4	10.15	11.10
170,000 lbs. to 200,000 lbs.	10.24	11.13
200,000 lbs. to 250,000 lbs.	10.33	11.31
200,000 lbs. to 250,000 lbs. P2, R3 bed	10.33	11.47
250,000 lbs. to 300,000 lbs.	10.33	11.49
300,000 lbs. to 350,000 lbs.	10.42	11.67
350,000 lbs. to 400,000 lbs.	10.51	11.85
400,000 lbs. to 450,000 lbs.	10.60	12.03
450,000 lbs. to 500,000 lbs.	10.68	12.21
500,000 lbs. and over	10.77	12.39

(a) Watching and caring for engines. Firemen per hour $1.27

(b) While held for special service, if time lost, eight (8) hours to be allowed per day of twenty-four (24) hours .. Firemen per hour $1.27

(c) Attending court on request of Company, if time lost, eight (8) hours to be allowed per day of twenty-four (24) hours. Firemen per hour $1.27

Rotary Plow Service;—

Rotary plow service per day of eight (8) hours or less; overtime pro rata:

East of Crowsnest and Lake Louise $11.13
Valley 11.20
Mountain 11.73

Article 2

Road Service;

(b) In all passenger service the earnings from mileage, overtime, or other rules applicable for each day service is performed shall be not less than ten dollars and eight-eight cents ($10.88) for Firemen.

Article 35

Yard Service;

Firemen's rates per day of eight (8) hours:

Classification by Weight on Drivers

Less than 140,000 lbs. $11.07
140,000 lbs. to 200,000 lbs. 11.21
200,000 lbs. to 300,000 lbs. 11.35
300,000 lbs. to 400,000 lbs. 11.53
400,000 lbs. to 500,000 lbs. 11.71
500,000 lbs. and over 11.89

Clause (h) to be revised to read as follows:

Where an independent assignment is worked regularly the starting time will be during one of the periods provided in clauses (e) and (g).

Note: Exceptions to the above may be made to cover local requirements in isolated cases where mutually agreed to between the appropriate officer of the Company and the General Chairman. No change shall be made in the established application of this rule.

Article 42

Hostlers

(a) Rate per day of eight (8) hours or less; overtime shall be paid on the minute basis at one and one-half times the hourly rate.
Hostlers $11.38

VACATION RATES

Firemen (Helpers)—			
Passenger Service	(117 miles at $10.24)	$11.98	per day
Through Freight and Spare Board	(110 miles at $11.13)	12.24	per day
Wayfreight Service	(110 miles at $11.53)	12.68	per day
Yard Service	(108-1/3 miles at $11.21)	12.14	per day
Hostlers		$ 11.38	per day

NOTE: On the British Columbia District to the daily rates specified above for Road Locomotive Firemen in passenger and freight service, a flat amount of 33 cents per day will be added in lieu of Mountain and Valley differentials.

This flat amount will also be applied to road Locomotive Firemen engaged in assisting service on Field Hill (between Field and Lake Louise) and to Road Locomotive Firemen on the Esquimalt and Nanaimo Railway..

This Agreement is effective February 16, 1953, and will remain in effect as amended from February 16, 1953 until February 15, 1954 and thereafter until revised or superseded, subject to 60 days' notice by either party, which notice can be served at any time after December 15, 1953.

For the Brotherhood of Locomotive Firemen and Enginemen:

(Sgd.) J. GRAHAM,
General Chairman.

Approved:

(Sgd.) THOMAS MATTINGLY,
Vice-President.

For the Canadian Pacific Railway Company:

(Sgd.) C. E. LISTER,
Acting
General Manager,
Prairie Region.

(Sgd.) J. C. JONES,
General Superintendent,
Pacific Region.

Montreal, Que., February 25, 1953.

Canadian Railway Board of Adjustment No. 1 Releases Decision in Recent Dispute

The decision in a case heard January 13, 1953, by the Canadian Railway Board of Adjustment No. 1 has been released.

The dispute concerned the claim of a locomotive fireman for a minimum day plus arbitraries, a total of 119 miles, after he had been on duty and been paid for only 22 miles due to involvement in a level crossing accident.

Case No. 631—Dispute between Canadian National Railways (Western Region) and Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a locomotive fireman for a minimum day, plus arbitraries.

On December 4, 1951, according to the joint statement of facts presented to the Board, the engineer and fireman were ordered to bring an engine from Neebing to Port Arthur. En route they were involved in a crossing accident with an automobile, which resulted in the death of two occupants of the car, both acquaintances of the fireman. At Port Arthur, the fireman did not feel able to continue his regular freight run because of his experience. He booked sick and was released.

He submitted a claim for a minimum day of 100 miles plus arbitraries, a total of 119 miles. Payment was made for actual time on duty, one hour and 45 minutes, representing 22 miles. The claim, therefore, was for 97 miles.

The railway declared that when it was necessary for a crew to bring an engine the nine miles from Neebing to Port Arthur for an assignment out of the latter terminal, payment for the run was made on the basis of initial terminal delay from the time required to report for duty at Neebing until departure from the outer switch at Port Arthur.

It contended that Port Arthur and Neebing have always been considered as one terminal for the purposes of dispatching engines from Neebing for assignments out of Port Arthur. The engineer in the case, who had continued the run, claimed and was paid on this basis. Had the fireman continued the run, he would have claimed and been paid the same mileage as the engineer. Therefore his claim for a minimum day was not justified.

The Brotherhood contended that Neebing and Port Arthur are separate designated terminals and are considered joint terminals only for the exercise of seniority by enginemen assigned to these Lakehead points.

Citing articles in the agreement covering firemen, helpers and hostlers which state that road mileage commences and ends at the outer switch of terminal yards, and that 100 miles or less and eight hours or less shall constitute a day in freight service, the Brotherhood contended that the fireman was entitled to a basic day of 100 miles from the outer switch of Neebing yard to the outer switch of Port Arthur yard.

The Board decided that the case was based on inability of the fireman to continue on duty out of Port Arthur as a result of an occurrence in the performance of his duty for which he had no responsibility and that under these circumstances the claim for a minimum day appeared justified.

The contention of the Brotherhood was sustained by the Board, which also recommended that the two parties concerned confer together to arrive at a mutually satisfactory understanding concerning the movement of engines between Port Arthur and Neebing.

Saskatchewan Department of Labour

(Continued from page 692)

A new Fire Prevention Act was passed in 1951 which consolidated previous legislation. The work of the Branch increased during the year, both in educational activities and inspection of buildings for fire hazards.

The Branch inspected 4,031 buildings, including all schools, hospitals, hotels, churches, oil storage tanks and warehouses in 58 towns, 137 villages and 55 hamlets. In cities, 68 special inspections were made of hotels, hospitals and nursing homes. In addition, 112 special investigations were made into fires, many of which were of a suspicious nature. A total of 1,333 formal orders was issued to remedy fire or life hazards. There were 81 lightning rod inspections.

Fire prevention activity also took the form of volunteer firemen training in 12 centres, fire brigades conferences, civil defence schools, film showings, public meetings, and meetings with hospital boards, school boards, boards of trade, and municipal councils.

All manufacturers, wholesalers, retailers and installers of oil burners must hold a licence issued by this Branch. A total of 9,686 licences was issued in 1951. Seventy-two licences were issued to manufacturers or installers of lightning rods.

The theatres division inspects and licenses theatres and public halls under the Theatres and Cinematographs Act to ensure that their equipment for the projection of films is safe. A total of 1,237 inspections was made in 1951.

Seventy-one persons took examinations for projectionists' certificates and all but five were successful. Operators' licences were issued during the year to 980 persons. There were 122 licensed apprentices serving under qualified operators.

ILO Governing Body

(Continued from page 695)

Asian Countries, of the Latin-American Manpower Technical Conference, of the Committee on Industrial Committees, of the Committee on Standing Orders and the Application of Conventions and Recommendations, and of the International Organizations Committee. The agenda was decided for the second session of the Committee of Experts on Indigenous Labour and the program of meetings for the balance of the year was approved.

The 122nd session of the Governing Body and its Committees will be held in Geneva from May 26 to June 1.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A pension plan and severance awards are provided under an agreement between Firestone Tire and Rubber Company of Canada Ltd. and United Rubber, Cork, Linoleum and Plastic Workers of America, summarized below. Under the pension plan employees are paid a pension of $80 a month at age 65, after 25 years of service, subject to certain deductions, including one-half of any statutory old age or disability benefit payments. Severance awards are provided for certain employees ineligible for any company-sponsored pensions.

Manufacturing

Rubber Products—*Hamilton, Ont.—Firestone Tire and Rubber Company of Canada Limited and United Rubber, Cork, Linoleum and Plastic Workers of America, Local 113.*

Agreement, entered into September 26, 1952, following strike (L.G., Nov. 1952, p. 1547), to be in effect from January 25, 1952, to January 25, 1954, and thereafter from year to year, subject to notice. However, should economic conditions warrant, either party shall have the right to re-open the general wage scale once between May 1, 1953, and January 25, 1954.

Union security: union shop for new employees.

Check-off: compulsory for new, voluntary but irrevocable for old employees.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours in any 24-hour period (except in the case of a change of shift) and for work between 7 a.m. Saturday and 7 a.m. Monday; double time for work on 8 specified *paid holidays.* Production employees shall not be required to work between 7 a.m. Saturday and 7 a.m. Monday during the period June 15 to September 15, 1953.

Vacations with pay: after one year's service one week, after 5 years' service 2 weeks and after 15 years' service 3 weeks. Employees with more than 3 months but less than one year of continuous service will receive 2 per cent of their earnings.

Wages are increased by 8 cents per hour effective as of the date of return to work after the strike. Employees who return to work and who were on the active payroll on January 25 and also on June 3, 1952, will each receive $50 retroactive pay; those hired between the two dates will receive pay on a *pro rata* basis. Authorized day work rates used by piece workers shall be 80 per cent of piece work base rates. There shall be no differential in job classification rates solely by reason of an employee's age or sex.

Off-shift differential: employees on shift operations will be granted a premium of 3 cents per hour for work on the afternoon shift and a premium of 5 cents per hour for work on the night shift.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Provision is made for *grievance procedure* and *seniority rights.*

Pension Plan and Severance Award Agreement

This separate agreement entered into on September 26, 1952, subject to the approval of the Board of Directors and the shareholders of the company and subject to obtaining and retaining such approval of the Pension Plan by the relevant tax authorities as would entitle the company to deduct the amount of its contribution to the Pension Fund as an expense before taxes under the applicable tax laws, is to continue in effect at least until January 25, 1957. During the term of this agreement or of any renewal thereof the unions shall not make any demands that this pension agreement be changed in any respect or terminated or that a new Pension Plan or additional severance awards be established for the employees.

Pension Plan

Normal Retirement: any employee who has been in active employment on or after the effective date of the plan, has attained his normal retirement date (the first day of the month next following an employee's 65th birthday or the effective date of the plan, whichever is later) and has 15 or more years of credited service at the time of his retirement, shall be eligible for a pension upon his retirement; the monthly amount of such pension shall be $3.20 for each year of his credited service up to a maximum of 25 years. Retirement shall not be compulsory at any stated age but an employee who has attained his normal retirement date may be retired at the discretion of the company if he is unable to perform efficiently the requirements of his job classification.

Early Retirement: any employee who has attained age 60 but not his normal retirement date and who has 20 or more years of credited service may retire with the consent of the company and shall be eligible for a pension. The monthly amount of such pension shall be $3.20 for each year of his credited service up to a maximum of 25 years, reduced by six-tenths of one per cent for each complete month to elapse from his retirement to his normal retirement date.

Total and Permanent Disability Retirement: an employee who becomes totally and permanently disabled while accumulating seniority with the company after the effec-

tive date of the plan and prior to his normal retirement date and who has 20 or more years of credited service shall be eligible for a disability pension of $50 per month during the continuance of such total and permanent disability.

Deductions: there shall be deducted from the amount of pensions payable to each retirant under the above provisions:—

(a) one-half of any statutory benefit (old age or disability benefit payments) to which he is entitled;

(b) the full amount of any benefit, annuity, pension or payment payable to such retirant after retirement on account of injury or occupational disease;

(c) the full amount of any benefit, annuity, pension or payment of similar kind payable to such retirant after retirement under any other plan of the company to which the retirant is or upon application would become entitled, provided, however, that the amount of such deduction shall be decreased by the amount which shall be attributable to any contribution which the retirant shall have made to the source or fund of such payment.

Administration: the plan shall be administered by a Board of Administration appointed by the company. The Board shall have such authority and perform such duties, consistent with this plan, as may be determined from time to time by the company.

Financing: the company shall establish a Pension Fund which shall consist of a trust fund or funds and/or an Insurance Company or Government Annuities Branch contract or contracts for the purpose of providing the pension benefits under the plan. The company shall maintain in the Pension Fund assets of an amount estimated, on a sound actuarial basis, to be sufficient to pay all pensions theretofore awarded to retirants under the plan.

Severance Awards

The company will pay a severance award to any employee who is released from employment because he is physically or mentally unable to perform the work of his classification or that of another classification to which he might be eligible for transfer, provided he has five or more years of credited service but is ineligible for any company-provided pension. The severance award shall be payable in a lump sum and shall be equal to two per cent of the employee's total earnings for the period of his credited service. In the case of union officials who received no compensation from the company during any period of authorized absence while on union business and in the case of employees whose credited service includes any period during which they were absent for service with the armed forces and received no compensation from the company, the total earnings for the purpose of calculating any severance award shall include the compensation which they would have received had they been available for regular employment during such periods.

Paper Products—*Vancouver, B.C.—Pacific Mills Limited (Vancouver Converting Plant) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 433.*

Agreement to be in effect from November 1, 1952, to October 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop for new employees with maintenance of membership for all.

Hours: 8 per day, an average of 40 hours per week. *Overtime:* time and one-half for work in excess of 8 hours in any one day or of 40 hours average per week and for all work on Saturdays (except for employees regularly engaged on maintenance), Sundays and on 2 specified unpaid holidays; double time and one-half for work on 7 (previously 6) specified *paid holidays.*

Vacations with pay: one week after one year's continuous service, provided an employee has worked two-thirds of the full-time hours available on his job during the year; employees who have qualified for 3 one-week vacations will be granted an additional week and those who have qualified for 15 one-week vacations a third week. Employees with less than one year's service but who have worked two-thirds of the full-time hours available on their job during the preceding year will be granted one week; those who do not so qualify will be allowed one-eighth of a day for each full week of work performed during their employment.

Hourly wage rates for certain classifications: bag plant—bag machine adjuster $1.51 to $1.73; bag machine tender, male $1.38 to $1.45, female $1.14 to $1.24; bag baler $1.41; tissue plant—machine adjuster $1.58 and $1.64; roll loader and adjuster helper $1.38 to $1.44; coremaker, towel folder operator $1.45; case sealer $1.38, metal edger operator (female) $1.25; maintenance—mechanic $1.42 to $1.87, carpenter-storekeeper $1.42 to $1.75, painters $1.48 to $1.75; printing plant—Kidder pressman, Austill pressman $1.55 to $1.90, aniline pressman $1.45 to $1.66, three colour 48-inch aniline press $1.45 to $1.76, plate maker $1.43 to $1.53, head plate man $1.61 and $1.75; main plant—gummerman $1.56 to $1.70, helpers $1.44 and $1.46, waxerman $1.58, female help $1.14 to $1.22, men's base rate $1.38. (The above rates are in most cases from 3 to 6 cents per hour higher than the previous basic rates.)

Night shift differential: a shift differential of 6 cents per hour will be paid for night work.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

Metal Products—*Montreal, P.Q.—Canadian Vickers Limited (Engineering Division) and International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America, Local 271, International Association of Machinists, Local 631, Sheet Metal Workers' International Association, Local 116, and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 825.*

Agreement to be in effect from August 18, 1952, to August 17, 1953, and thereafter from year to year, subject to notice.

Union security: maintenance of membership.

Check-off: voluntary but irrevocable.

Hours: 9 per day Monday through Friday, a 45-hour week. Where the working force is placed on three 8-hour shifts employees will be allowed a 20-minute lunch period without deduction of pay. *Overtime:* time and one-half for work in excess of regular working hours on any one shift and for work on Saturdays; double time for work on Sundays and on 7 specified holidays, 5 of which are *paid holidays* (previous agreement provided for 4 paid holidays).

Vacations with pay shall be in accordance with Ordinance No. 3 and amendments (one week after one year's service). After 2 years' accumulated service (as calculated from January 1, 1946) employees shall receive 2 extra days' pay, after 3 years 3 extra days' pay and after 4 years 4 extra days' pay; after 5 years' accumulated service employees shall receive an additional week's vacation with pay. In calculating accumulated service full credit will be allowed to employees who temporarily left the company to serve in the Armed Forces.

Hourly wage rates for certain classifications: boiler and plate shop—marker off $1.52 to $1.67, boilermakers $1.52 to $1.58, blacksmiths $1.42 to $1.58; welders, licenced $1.50 to $1.58, unlicenced $1.35 to $1.48; union melt operators $1.50 to $1.58, burners $1.31 to $1.40, caulkers $1.40 to $1.50, chippers $1.28 to $1.36, drillers $1.28 to $1.38, slingers $1.12 to $1.30; helpers, sweepers and labourers $1 to $1.19; machine shop—attendants (tool crib, stores) $1.10 to $1.22, clerks $1.10 to $1.47, cranemen $1.25 to $1.41. drillers $1.16 to $1.46; grinders, millwrights $1.33 to $1.61; planer $1.47 to $1.61, toolmakers $1.39 to $1.66; sheet metal shop—layout $1.50 to $1.65, sheet metal $1.40 to $1.50; assembler, machine operator $1.30 to $1.40; trainee sheet metal $1.19 to $1.40, helper $1 to $1.19; copper and pipe shop—coppersmith $1.53 to $1.68, slab man $1.50 to $1.60, pipefitters and plumbers $1.40 to $1.50, trainees $1.19 to $1.40, lathe hand $1.30 to $1.40, labourers $1 to $1.19.

Dirty work: certain specified dirty work will be compensated by an additional 15 cents per hour above the regular rates.

Night shift differential: men working on regular night shifts will be paid at the rate of time and one-eighth.

Apprentices shall be properly indentured. The number of apprentices shall be limited to one for every 5 journeymen. On completion of 8,800 hours of service apprentices shall receive the journeymen's rate.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Aircraft—*Toronto, Ont.—De Havilland Aircraft of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 112.*

Agreement to be in effect from September 1, 1952, to August 31, 1954, and subject to notice, "it shall continue in effect for a further two years period without change and so on from year to year thereafter".

Check-off: compulsory for all employees. This provision will become null and void should there be any strike or other collective action to stop or interfere with production.

Hours: 8 per day Monday through Friday (for boiler engineers any 5 days of the week), a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours at a stretch on any regular working day and for work on Saturday; double time for work on Sundays (boiler engineers will be paid time and one-half for work on Saturday and Sunday) and double time and one-half for work on 8 specified *paid holidays.*

Rest and wash-up periods: a rest period of 10 minutes at a time mutually agreed upon and a wash-up or clean-up period of 5 minutes before the end of the work shift will be maintained.

Vacations with pay: employees who have been on the company's payroll for not less than 3 months prior to June 1 of any year that the agreement is in effect will be entitled to a vacation with pay on the following basis: after one year's service to one week with pay equivalent to 2 per cent of their earnings during the preceding year, after 2 years' service to one week with pay equivalent to 3 per cent, after 3 years' service to 2 weeks with pay equivalent to 4 per cent and after 15 years' service to 3 weeks with pay equivalent to 6 per cent of their earnings during the preceding year (the last provision is new).

Hourly wage rates for certain classifications: group 1—tool and die maker, flight service engineer, class I inspector, $1.80 to $1.90; group 2—class II inspector, jig and fixture maker, senior heat treater, engine mechanic, flight service mechanic, steamfitter and plumber, $1.67 to $1.77; group 3—radio or radar installer, class III inspector, various classes of mechanics (power plant, tube bending, airframe, salvage, instrument, hydraulic, woodworker, etc), tool and cutter grinder, $1.58 to $1.68; group 4—upholsterer, sub-assembler, airframe erector, welder, bench hand, die cleaner, cable splicer, drop hammer mechanic, $1.52 to $1.62; group 5—sheet metal machine operators, moulder drop hammer operator, tube bender, production workers, progress chaser, maintenance service operator, trades helpers, $1.46 to $1.56; group 6—bath operator, stock chaser, stores clerk, truck driver (licensed), $1.41 to $1.51; group 7—paint remover, doper, assembler, parts stamper, drill operator, riveter, $1.36 to $1.46; group 8—labourer, cleaner and sweeper, $1.26 to $1.36; boiler engineer, second $1.68, third $1.58, fourth $1.48. Leadhands shall be paid 10 cents and chargehands 20 cents per hour extra while engaged in either category. (The above basic rates are from 14 to 17 cents per hour higher than the previous rates. However, part of this increase is due to the incorporation into the new rates of the cost-of-living bonus paid under the previous agreement.)

Escalator clause: in addition to the above rates employees will be paid a cost-of-living bonus of one cent per hour for each 1·3 points rise in the Dominion Bureau of Statistics' cost-of-living index above the figure of 186·1 (previously 180·9). Adjustments will be made upward and downward but in no event will a decline in the index below 186·1 provide the basis of a reduction in the wage rates.

Improvement factor: on March 1 and September 1, both in 1953 and 1954, employees will be granted a 2 cents per hour across-the-board increase as an improvement factor.

Off-shift differential: employees engaged on off-shifts will be paid a premium of 10 cents per hour.

Transportation allowance: the company will continue to provide a bonus of 3 cents per hour on all pay rates as a transportation allowance, such bonus to be included in the calculation of overtime payments.

Welfare plan: the company will contribute to the Group Insurance Plan a flat rate of 2 cents per hour, based on a 40-hour week.

Provision is made for *grievance procedure, seniority rights* and the *safety* of employees.

Porcelain Insulators—*Hamilton, Ont.—Canadian Porcelain Company Limited and National Union of Vitric and Ceramic Workers, Local 249 (CCL).*

Agreement to be in effect from October 15, 1952, to October 15, 1953, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: the regular work week shall be one of 42½ hours, for day workers 8½ per day, Monday through Friday, and for shift workers 8 hours per shift. *Overtime:* time and one-half for the first 4 hours of work in excess of standard working hours in any one shift or week and on Saturdays, and for all work on 8 specified *paid holidays;* double time after the first 4 hours of overtime Monday through Saturday and for all work on Sundays. The above overtime rates for Saturdays and Sundays do not apply to watchmen, boilermen and continuous shift workers. Employees required to work 2 or more hours of overtime before or after completing a standard shift will be paid a meal allowance of $1.

Rest periods: employees engaged on the day shift will be granted two 10-minute rest periods each day.

Vacations with pay: one week after one year's continuous service, two weeks after 3 years' continuous service and 3 weeks after 15 years' continuous or 25 years' total service, provided the latest period of continuous service has been 5 years or longer.

Basic hourly starting wage rates (non-incentive work): job evaluation grade No. 5 $1.50, grade No. 6 $1.45, No. 7 $1.40, No. 8 $1.35, No. 9 $1.30, No. 10 $1.25, No. 11 $1.20; after 3 months the above rates are increased by 5 cents per hour. (The above starting rates are 15 cents per hour higher than the previous starting rates; however, the previous agreement provided for an increase of 5 cents per hour after one month and an additional increase of 5 cents per hour after 3 months.)

Night shift differential: regular night shift workers will be paid a shift bonus of 7 cents per hour for work on the second shift and 9 cents per hour on the third shift.

Welfare plans: the company agrees to maintain its present group life, accident and sickness and hospitalization plan for the duration of the agreement and to pay the same proportion of the cost on the same basis as before.

Seniority: after 3 months' service employees shall be allotted seniority on a departmental basis and after 12 months' service they shall be placed on a plant-wide seniority list. Union officials shall hold top plant-wide seniority during their term of office for purposes of lay-off and recall.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Construction

Roads—*Province of British Columbia—Certain Firms, Members of The Road Builders and Heavy Construction Association and The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 213.*

Agreement to be in effect from January 2, 1952, to January 1, 1955, and thereafter, subject to 60 days' notice. However, negotiations regarding wages only may be opened each year on the anniversary date of the agreement, on 60 days' notice; if agreement is not reached during such negotiations, the agreement as a whole shall be terminated in order to permit the parties to declare or authorize a strike or a lockout.

Union security: closed shop.

Hours: 8 per day Monday through Friday, a 40-hour week. Any time required for servicing equipment, before or after a shift, shall be paid for at the regular rate. On jobs outside a radius of 25 miles from the Vancouver city hall or on jobs where camps are maintained 44 hours a week may be worked at straight time. *Overtime:* time and one-half for the first 2 hours in excess of 8 hours per day Monday through Friday and for work in excess of 4 up to and including 10 hours worked on Saturday; (the first 4 hours on Saturday may be worked at straight time); double time for work in excess of 10 hours in any one day Monday through Saturday and for work on Sunday and on 9 holidays. No work is to be performed on Labour Day. Where by mutual agreement truck drivers agree to service equipment on Sunday the first 4 hours so worked shall be paid for at time and one-half. Truck drivers on "A" frames working with sections of the heavy construction industry shall continue to be paid the extra overtime rates usually paid by those sections.

Shift work: when additional shifts are required and continued for 3 or more consecutive nights 8 hours' pay will be granted for 7½ hours on the second or 7 hours on the third shift. This shall not apply where circumstances prohibit the working of a normal shift.

Vacation pay will be provided as required by provincial law.

Minimum hourly wage rates: turnowagon, $2.20; bottom dumps, $2.10; dumptor operators, $1.78; Euclid type trucks, $1.78 to $1.98; dump trucks, $1.57 and $1.67; semi-trailers, spray trucks, $1.78; low bed, $1.78 and $1.88; fuel and water wagons, $1.57 and $1.67; loadermobile under 5 tons capacity, winch trucks up to 5 tons capacity, $1.67; man-haul (class A licence), $1.75; pickup to 2,000 pounds, $1,52; flatbed "A" frames up to and including 3 tons capacity, $1.57; over 3 tons capacity and those working steadily 60 per cent of the time with special trades, $1.98. The rates for tunnel work underground are 10 per cent higher than the above rates.

Out-of-town jobs: truck drivers required on out-of-town jobs will receive transportation, meals not exceeding $5 daily on boats or trains and $4 daily in restaurants, and travelling time up to 8 hours in 24 (including Saturday, Sunday and statutory holidays) when travelling during working hours; if night travel is necessary a sleeper will be provided. If company vehicles are

used for transportation to out-of-town jobs and driven at the driver's discretion straight time rates only will apply.

Provision is made for *grievance procedure.*

Trade

Retail Stores—*Bell Island, Nfld.—Bell Island Business Men's Association and The Retail Clerks' International Association, Local 1621.*

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 60 days' notice.

Hours: 4 days of 7½, one day of 9½ and one day of 3½ hours, a 43-hour week, provided the Bell Island Shops Act is amended to provide for store opening hours to conform to the above schedule; otherwise the hours shall revert to 3 days of 7½, 2 days of 9½ and one day of 3½ hours, a 45-hour week. The above hours shall not apply to the 6 clear working days preceding Christmas Day. During July and August the 7½-hour days shall be reduced by one hour. The hours for drug stores and restaurant employees shall be mutually agreed upon by the proprietors and the union. *Overtime:* time and one-half for work in excess of the daily hours agreed upon and for work on whole holidays. The minimum overtime payment shall be $1. Statutory holidays shall be observed in accordance with the Shops Act, 1940, as amended.

Vacations with pay: after one year's service 12 days, after 10 years' service 18 days. Employees with more than 6 months but less than one year of service will receive one day for each completed month of service. Longer vacations with pay will be allowed if taken during January, February and March.

Sick leave: employees will be entitled to paid sick leave on the basis of one week with full pay and one week with half pay for each year of continuous service. Further sick leave pay shall be at the discretion of the employer.

Minimum weekly wage rates: first year $13.50, second year $15, third year $16.50, fourth year $18, fifth year $19.50, thereafter $21; fore-ladies $23, sales ladies performing bookkeeping duties $2 over shop experience rates. (The above rates are $2.50 per week higher than the previous rates.)

Uniforms, where required, shall be furnished by the employees. Laundering and cleaning expenses shall be borne by the employer.

Provision is made for *seniority rights* and *grievance procedure.*

Service

Professional Establishments—*Vancouver, B.C.—The Vancouver General Hospital and Hospital Employees' Federal Union No. 180 (TLC).*

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Union security: maintenance of membership for old and union shop for new employees (except X-ray technicians).

Hours: 8 per day 5 days per week over a 2-week work period, an average of 40 (previously 44) hours per week in any 2-week period with the following exceptions: for clerical positions the hours of work shall not exceed an average of 39 per week in any 2-week period; for X-ray technicians and junior photographers the present hours are to remain in force. *Overtime:* time and one-half for work in excess of an employee's regular hours. For clerical employees periods of less than one-half hour in excess of normal hours do not constitute overtime.

Statutory holidays: employees will be entitled to 11 specified holidays and, in addition, to the Day of the Queen's Coronation, provided the latter is declared a public holiday. Employees required to work on public holidays will receive comparable time off with pay, such time off to be taken within 30 calendar days prior to or subsequent to the holiday. Where this proves to be inoperable an employee may accumulate up to 3 working days to be taken in addition to the regular annual vacation. If comparable time off cannot be granted employees will be paid time and one-half in addition to the regular wages for time worked on a public holiday.

Rest periods: a 15-minute rest period each normal work day will be granted to all employees with the exception of female laundry employees and X-ray technicians who will be allowed two 10-minute rest periods each 8-hour shift.

Vacations with pay: after one year's continuous service 2 weeks, after 10 years' continuous service 3 weeks. Employees with more than 6 months but less than one year of continuous service will receive vacation time on a *pro rata* basis. The above does not apply to X-ray technicians who will receive 4 calendar weeks.

Sick leave: after 3 months' service regular employees shall be eligible for sick leave credits with pay on the basis of 1½ days per month, cumulative, retroactive to the first completed calendar month of their employment. Employees with accumulated sick leave to their credit shall turn over to the Hospital any moneys received from the Workmen's Compensation Board; they will then receive full pay up to the value of the accumulated sick leave and be deducted from their accumulated sick leave one-third of the time they were absent.

Superannuation: all employees shall be retired upon reaching the maximum superannuation age. To comply with the Municipal Superannuation Act the Hospital will make every effort to engage employees within the qualifying ages of the Act.

Monthly wage rates for certain classifications: anaesthesiology department—oxygen therapy attendant $260.75 to $285.50, anaesthesiology attendant $164.25; dietary department—cooks $193.50 to $291.75, butcher $285.50, kitchen helpers $164.25 to $230, waitress, kitchen maid $143.75 to $158.25; housekeeping department—internes' residence attendant $221.25, building housekeeper $170, linen sorter, ward assistant, maid $143.75 to $158.25; laundry department—washman $273.25, extractor man $254.75, laundry helper $230, checker, starcher, dampener, pressing operator $164.25; maintenance department—electrician $342.50; elevator mechanic, carpenter, plumber $328; service man $304, painter $303.25, gardener, splint man $254.75, utility man $236.25; nursing department—sterilizer $223.75 to $242.25, nurse aide $164.25, home matron $143.75 to $158.25; orderly division—orderlies $223.75 to $273.25, barber $239.75; radiology department—dark room developer (male) $233.50

to $267, radiology attendant $164.25, technicians $192.25 to $283.75; clerical positions —junior clerk, female $158.25 to $176, male $174.25 to $192.75; clerk, female $176 to $205.25, male $192.75 to $223.75; senior clerk, female $187.75 to $222.75, male $254.75 to $291.75; stenographer, information clerk, vari-type operator $176 to $205.25; payroll clerk, bookkeeper $187.75 to $222.75; chief clerk $298 to $335. (The above rates represent increases of approximately 2 per cent for female and 3 per cent for male employees over the previous rates.)

Off-shift differential: employees on the evening and night shifts will be paid 20 cents per shift extra.

Uniforms will be supplied by the Hospital to all employees required to wear same, with the exception of X-ray technicians.

Seniority: in the release, transfer or promotion of employees efficiency and required qualifications shall be the primary consideration; where such requirements are equal, seniority shall be the determining factor.

Provision is made for *grievance procedure.*

Professional Establishments—*Vancouver, B.C.—The Vancouver General Hospital and Employees' Federal Union No. 180 (Nursing Section).*

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Hours: 8 per day not to exceed 80 (previously 88) hours in a 2-week scheduled period. *Overtime:* hours worked in excess of 80 in a 2-week schedule will be compensated by comparable time off or at the rate of time and one-half if comparable time off cannot be granted.

Statutory holidays: employees will be entitled to 11 specified holidays and, in addition, to the Day of the Queen's Coronation if the latter is declared a public holiday. Employees required to work on public holidays will receive comparable time off with pay, such time off to be taken within a period of 30 days prior to or subsequent to the holiday. Where this proves to be inoperable an employee may accumulate up to 3 days to be taken in addition to the regular annual vacation.

Rest periods: all graduate nurse employees will be granted a 15-minute rest period each 8-hour shift.

Vacations with pay: after one year's continuous service 3 (previously 4) weeks. Employees with more than 6 months but less than one year's continuous service will receive a partial vacation on a *pro rata* basis.

Sick leave: after 3 months continuous service regular employees will be granted sick leave with pay on the basis of 1½ days per month, cumulative, retroactive to the first completed calendar month of their employment.

Superannuation: in order to comply with the terms of the Municipal Superannuation Act the Hospital will make every effort to hire persons within the qualifying ages of the Act.

Monthly wage rates: head nurse $244.75 to $281.50; assistant head nurse, admitting nurse $232.50 to $269.25; general duty nurse $226.50 to $263.25. (An increase of approximately 2 per cent over the previous rates.)

Off-shift differential: nurses engaged on the evening and night shifts will receive 20 cents extra for each shift worked.

Seniority: in the release, transfer or promotion of nurses, efficiency will be the primary factor. Seniority will also be considered.

Provision is made for *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of 13 others. In addition to those summarized below, they include: the amendment of the agreements for retail food stores at Quebec and for oxide miners at Red Mill, published in the *Quebec Official Gazette* February 28; for garages and service stations at Sherbrooke, for the building trades at Sorel, for barbers and hairdressers at Trois-Rivières and for the printing trades at Montreal, in the issue of March 14, as well as the amendment of the agreements for barbers and hairdressers at St. Hyacinthe and at Roberval, gazetted March 21.

Requests for the amendment of the agreements for trade and office employees at Jonquière, for the printing trades and for the metal trades at Quebec were published February 21; for garages and

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

service stations and for funeral service employees at Montreal in the issue of February 28; for barbers and hairdressers in the counties of Joliette, *et al* and at Rouyn-Noranda, in the issue of March 7. A request for the correction of the agreement for the men's and boys' clothing industry in the province and requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, for the building trades at Hull, for hospitals, etc., in some eastern counties of the province and for plumbers at Trois-Rivières were gazetted March 14. A request for a new agreement for the retail trade at Dolbeau and Mistassini and requests for the amendment of the agreements for barbers and hairdressers at Trois-Rivières, for the building trades at Joliette and for the printing trades at Montreal were all published in the issue of March 21.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

Manufacturing

Printing Trades, Montreal

An Order in Council dated March 12 and gazetted March 21 amends the previous Orders in Council for this industry (L.G., May 1949, p. 604; June 1951, p. 827; June 1952, p. 780; Jan. 1953, p. 97, March, p. 432, and previous issues). Another amendment to this agreement was gazetted March 14, 1953.

Territorial jurisdiction is amended by providing that firms in the town of L'Assomption and within a radius of two miles of its limits which were publishing and printing one or more weekly newspapers as of December 31, 1952, will be included in Zone II.

Ornamental Iron and Bronze Workers, Montreal, Trois-Rivières and Sherbrooke Districts

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., Feb. 1951, p. 233; June, p. 827; Aug., p. 1107; Oct., p. 1377; Jan. 1952, p. 55).

Minimum hourly wage rates in Zone I (Montreal District). mechanics, erectors $1.50 per hour; fitter, blacksmith $1.33; helper (shop or field) $1.17. (The above rates are from 6 to 12 cents per hour higher than those previously in effect.)

Building Materials Industry, Province of Quebec

An Order in Council dated February 19 and gazetted February 28 amends the previous Orders in Council for this industry (L.G., June 1950, p. 872; Aug., p. 1185; Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283; April, p. 582).

Marble Industry

Minimum hourly wage rates in Zone II: hand cutter $1.38; carborundum machine operator, compressorman $1.06; hand and machine polisher, bed rubber face, bed rubber end, craneman $1; saw setter 94 cents; helper and labourer 81 cents; sawyerman on gang saws from 75 cents in first 3 months to $1 after 3 months; quarrymen—drill runner, channel runner 88 cents, helper 75 cents; labourer (crusher plant) 81 cents; watchman $37.50 per week; apprentice marble cutters and setters from 88 cents in first year to $1.25 in fourth year; apprentice carborundum machine operators 88 cents in first 6 months to $1 in third 6 months; apprentice polishers 88 cents in first 3 months, thereafter $1. (The above rates are from 15 to 28 cents per hour higher than those formerly in effect and the rate for watchman is $7.50 per week higher.)

Construction

Building Trades, Montreal

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432, April, p. 582).

Asbestos Insulation

Minimum hourly wage rates: mechanic $1.85; junior mechanic $1.45; apprentices from 95 cents per hour in first year to $1.25 in third year. (The above rates are from 5 to 15 cents per hour higher than those previously in effect.)

Vacation with pay provisions are those which are applicable to all building trades at Montreal as follows: 2 per cent of gross earnings during vacation with pay credit period. (7 consecutive days off for continuous employment with one employer between May 1 of one year and April 30 of next.) Vacation credit stamps redeemable from the Minimum Wage Commission.

Building Trades, St. Hyacinthe

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., Jan. 1951, p. 54; April, p. 546; and previous issues). The word "ouvriers" is replaced by the word "Métiers" in the name of the contracting union.

Industrial jurisdiction now provides that structural iron work is governed by the present agreement, when the cost of such operations, including wages and material, is less than $25,000. The clause specifying that construction contracts signed before the enforcement of the present agreement are not bound by its provisions, but are subject to the terms of the agreement in force when signed, is deleted.

Hours: 48 per week as formerly. However, hours are now distributed as follows: between 7 a.m. and 6 p.m. Monday through Thursday, 7 a.m. to 4 p.m. Friday. Employees may be required to work Friday to 6 p.m. and from 7 a.m. till noon Saturday, at regular rates, to make up 48 hours in the week.

Overtime is unchanged at time and one-half for work beyond the standard hours of the day, in excess of 48 hours per week, or

for work on Sunday or any of 8 specified holidays. However, in cases of necessity, overtime work not exceeding one-half hour per day may be done at regular rates.

Minimum hourly wage rates in most cases are 30 cents per hour higher (escalator clause, L.G., Oct. 1949, p. 1248) and the new minimum rates for certain classifications are now as follows: bricklayer, plasterer and mason $1.40 in Zone I, $1.20 in Zone II; plasterer's, mason's, bricklayer's helpers, truck and tractor drivers (60 hours), fireman (on the job), hod carriers, cement mixer operator $1 in Zone I, 90 cents in Zone II; whitewasher, demolisher, labourer $1 in Zone I, 85 cents in Zone II; carpenter, joiner, weatherstrip layer, window, window-frame and steel partition erector, saw setter on the job, caulker and joint pointer, cement finisher, lather (wood and metal), steam, gasoline, electric shovel operators, grader operators, crane operators $1.25 in Zone I, $1.05 in Zone II; journeyman electrician, journeyman pipe mechanic, etc., marble layer $1.25 in Zone I, $1.10 in Zone II; junior journeyman electrician, blacksmith $1.15 in Zone I, $1 in Zone II; tinsmith-roofer $1.25 in Zone I, $1 in Zone II; junior journeyman pipe mechanic, etc., painter, paperhanger, glazier, etc. $1.15 in Zone I, $1.05 in Zone II; driller, millwright, compressor operator $1.10 in Zone I, 95 cents in Zone II; terrazzo and tile layer $1.30 in Zone I, $1.15 in Zone II; iron reinforcement erector (specialized) $1.25 in both Zones; ornamental iron erector $1.20 in Zone I, $1.10 in Zone II, helpers $1.05 in Zone I, 95 cents in Zone II; stucco layer $1.45 in Zone I, $1.25 in Zone II; construction and maintenance men on electric and telephone lines—linemen $1.10 in Zone I, $1 in Zone II; apprentices to all trades from 80 cents in first year to $1 in fourth year in Zone I, 70 to 90 cents in Zone II. New classifications are added to the wage scale as follows: electrician (contractor personal services) $1.75 in Zone I, $1.50 in Zone II, pipe mechanic, plumber, etc. (contractor personal services) $2 in Zone I, $1.80 in Zone II; structural steel erector and welder $1.80 in both Zones; journeyman (senior rating in plumbing and junior rating in steamfitting, or vice versa) $1.20 in Zone I, $1.10 in Zone II. In the municipalities of St. Hilaire, St. Hilaire-East, Otterburn Park and Marieville the minimum rates will be those of Zone I as above, less 5 cents per hour. The above minimum rates may be reduced by 10 cents per hour in the case of handicapped persons, subject to approval of parity committee. Employees living in Zone I and required to work in Zone II will be paid the rates of Zone I. A premium of 15 cents per hour will be paid for work done 55 feet or more above ground, outside steeples, towers, etc.

Minimum weekly rates for permanent employees are $13 to $14 per week higher than those previously in effect as follows: in Zone I—skilled workers $48, labourers $43; Zone II—skilled workers $45, labourers $40.

Escalator clause: 5 cents per hour upward or downward for each 5-point increase or decrease in the consumer price index established by the Federal Bureau of Statistics, on the basis of 115 points. Adjustments to be made quarterly from January 1, 1953. (This provision does not apply to municipal or school corporations.)

Other provisions include regulations governing board and lodging, ratio of apprentices and handicapped persons to total number of employees, travelling time and the period during which vacation is to be given.

Building Trades, Trois-Rivières

An Order in Council dated March 5 and gazetted March 14 makes obligatory the terms of a new agreement for the building trades in the Trois-Rivières District between *L'Association des Constructeurs de la Mauricie Inc.* and *L'Union Nationale Catholique des Charpentiers-Menuisiers, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Journaliers Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Electriciens, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Peintres, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Briqueteurs, Plâtriers et Maçons, Inc.*

MINIMUM HOURLY WAGE RATES FOR THE BUILDING TRADES, TROIS-RIVIÈRES DISTRICT

Trades	Hourly rates Zones		
	I	II	III
	$	$	$
Bricklayer, mason, plasterer:			
Senior journeyman	1.50	1.35	1.20
Junior journeyman	1.15	1.10	1.10
Carpenter-joiner:			
Senior journeyman	1.30	1.15	1.10
Junior journeyman	1.15	1.00	1.00
Boiler fireman	1.15	1.00	0.90
Truck driver	1.05	0.95	0.90
Horse driver	1.00	0.90	0.85
Electrician:			
Senior journeyman	1.30	1.15	1.10
Junior journeyman	1.15	1.10	1.05
Cement finisher	1.20	1.05	1.00
Drill operator	1.10	0.95	0.90
Blacksmith	1.25	1.05	0.95
Rigger	1.10	0.95	0.90
Joint Pointer	1.20	1.05	1.00
Labourer	0.95	0.85	0.80
Whitewasher	1.05	0.95	0.80
Celanite mixer	1.05	0.95	0.80
Plaster pourer	1.05	0.95	0.80
Mortar maker	1.05	0.95	0.80
Machinist	1.25	1.05	0.95
Millwright	1.25	1.05	0.95
Stationary engineman	1.20	1.05	0.95
Structural iron erector and welder (all categories)	1.50	1.50	1.50
Painter, glazier:			
Senior journeyman	1.20	1.10	1.05
Junior journeyman	1.10	0.95	0.90
Structural iron painter	1.40	1.40	1.40
Sprayman	1.35	1.30	1.20
Terrazzo polisher (wet)	1.10	1.05	0.85
Terrazzo polisher (dry)	1.15	1.10	0.90
Hod carrier	1.05	0.95	0.80
Concrete reinforcing steel erector	1.10	1.05	0.95
Cement blocks layer	1.20	1.10	1.05
Lather	1.15	1.05	0.95
Marble setter	1.40	1.35	1.15
Paper hanger	1.20	1.10	1.05
Terrazzo layer	1.20	1.15	1.15
Tile layer	1.30	1.25	1.10
Compressor operator	1.20	1.05	0.90
Crane elevator operator (steam)	1.30	1.15	1.00
Crane, elevator operator, (gasoline, electricity)	1.10	1.00	0.90
Mixer operator (steam)	1.20	1.05	0.90
Mixer operator (gasoline or electricity)	1.10	1.00	0.85
Job watchman (day and night), Sundays and holidays, maximum of 72 hours per week	0.75	0.70	0.70

(The above rates are 5 cents per hour higher than those previously in effect for common labourers and 10 cents per hour higher in all other cases.)

of Trois-Rivières; *Le Syndicat National Catholique des Finisseurs de Ciment des Trois-Rivières, Inc.; Le Syndicat National Catholique des Charpentiers-Menuisiers Inc.* of Shawinigan Falls. Agreement to be in effect from March 14, 1953, until June 1, 1953, and thereafter from year to year, subject to notice.

Industrial jurisdiction: agreement applies to construction, repair, maintenance, demolishing or transport of buildings, roads, bridges, dams, streets, wharves, sidewalks, earthworks, sustaining walls, sewers, viaducts, tunnels, wells, canals, locks, parks, playgrounds, aqueducts, gas mains and of any parts thereof. It also applies to steel construction operations which cost less than $25,000, including wages and material, as well as bridge construction for the Public Works Department. It does not apply to permanent employees engaged in the maintenance of manufacturing or industrial establishments who are governed by a labour contract effective for a minimum period of 6 months. (Maintenance work includes minor repairs only, but not new construction.) Other exemptions include: maintenance employees of steam railroads and power companies who are governed by a collective agreement with said companies; road works for the Roads, Colonization or Mines Departments of the provincial Government which are governed by Fair Wages Schedule, Order in Council No. 800, April 24, 1929, as amended; roads, camps, etc. governed by Ordinance No. 39 of the Minimm Wage Commission; cities, towns and municipal corporations as regards repair and maintenance on their own buildings, construction, etc., of aqueducts, sewers, pavings and other similar operations unless such works are carried out by contractors or sub-contractors by the job for the said cities ,towns, etc.

Territorial jurisdiction: the counties of Maskinonge, St. Maurice, Laviolette, Champlain and Trois- Rivières divided into three zones as follows: Zone I—cities of Trois-Rivières, Cap-de-la-Madeleine, Grand Mère, Shawinigan Falls, the municipalities of Shawinigan South, Shawinigan East and Almaville, the town of La Tuque and all other municipalities of 8,000 persons, or more; Zone II—municipalities of 3,000 or more but less than 8,000; Zone III—the balance of the territorial jurisdiction with the exception of Zones I and II.

Hours: 8 per day.

Overtime: time and one-half for work in excess of 8 hours per day; double time for work on Sunday or any of 9 specified holidays. (Agreement specifies no work on any of the foregoing holidays.) Between May 1 and October 1, employees may work 10 hours per day, to a maximum of 48 per week, at regular rates. Specific employees as mortar makers, hod carriers, etc., may work 10 hours per day, to a maximum of 60 per week, at regular rates.

Minimum hourly wage rates: new minimum wage rates are shown in the accompanying table. Employees living in Zone I or II and working in Zone II or III will be paid the rates of the Zone in which they live. Minimum rates for apprentices, not shown on table, are included in the terms of this agreement and their rates are 5 cents per hour higher than those previously in effect.

Vacation: 7 continuous days' with pay after one year of continuous service as provided for under Ordinance No. 3 of the Minimum Wage Commission.

Construction contracts granted and signed before the effective date of this agreement will be governed by the agreement in force at the time such contracts were signed.

Other provisions include apprenticeship regulations, board and lodging.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc.* include four new schedules, one of which is made binding for the first time, and the amendment of two others, all summarized below.

ONTARIO

Construction

Carpenters, Belleville

An Order in Council dated February 5 and gazetted February 21 makes binding the terms of a new schedule for carpenters at Belleville, to be in effect from March 3, 1953, during pleasure. The terms of this schedule are similar to those previously in effect and summarized in the Labour Gazette, Jan. 1951, p. 65, with the exception of the following:—

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the Labour Gazette, August, 1951, p. 1110.

Minimum wage rate is increased from $1.40 to $1.65 per hour for work done during regular day periods and from $2.10 to $2.47½ per hour for *night work*. (Regular hours remain unchanged at 8 per day, 40 per week.)

Plumbers, Welland

An Order in Council dated February 5 and gazetted February 21 makes binding the terms of a new schedule for the plumbing and heating industry at Welland, to be in effect from March 3, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. (Previously 44 hours per week.)

Overtime: time and one-half for work in excess of regular working hours or for work in excess of 8 hours in any 24-hour period when employed on shift operations; double time for work on Sunday or any of 7 (previously 8) specified holidays. No overtime work without a permit from the advisory committee. (Previously all overtime was paid for at time and one-half.)

Minimum wage rate for work done during regular periods is increased from $1.25 (L.G., Oct. 1947) to $2.10 per hour. Employees on a night shift are entitled to 8 hours' wages for 7 hours of work.

The advisory committee may fix a lower minimum rate for handicapped persons.

Electricians, Sarnia

An Order in Council dated February 19 and gazetted March 7 makes binding the terms of a first schedule for the electrical repair and construction industry at Sarnia, to be in effect from March 17, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Provision is made for shift work.

Overtime: double time for work outside regular working periods and for work on Saturday, Sunday or any of 8 specified holidays. No overtime will be worked without a permit from the advisory committee except for 2 hours to be performed immediately following the working period of a regular working day. No permit will be issued for overtime work on a holiday except in cases of extreme necessity.

Minimum wage rate: $2.05 per hour during regular working periods. Employees on night shift will be paid 8 hours' wages for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped persons.

Sheet Metal Workers, Windsor

An Order in Council dated February 19 and gazetted March 7 makes binding the terms of a new schedule for sheet metal workers at Windsor, to be in effect from March 17, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Provision is made for shift work.

Overtime: double time for work in excess of regular hours and for work on Saturday, Sunday or any of 7 specified holidays. Overtime work will be performed only with the permission of the advisory committee and such permission will only be granted in cases of extreme necessity.

Minimum wage rate is increased from $1.50 (L.G., Nov. 1948) to $2 per hour. Employees are entitled to 8 hours' pay for 7 hours' work on night shift. Lower minimum wage rates may be fixed by the advisory committee for handicapped persons.

ALBERTA

Manufacturing

Bakery Products, Calgary

An Order in Council dated January 19 and gazetted January 31 amends the previous Orders in Council for this industry (L.G., April 1950, p. 519; April 1952, p. 456).

Minimum weekly wage rates for male and female (inside employees) are increased by $4.05 per week for male employees and by $1.80 per week for female employees and the new rates for certain classifications are now as follows: male employees—ovenmen, doughmen and cake bakers $52.20 per week; dividermen, mouldermen, bench hands $49.95; bread racker, wrapping machine operator, janitors and cleaners $43.20; head shipper $45.90; apprentices $34.20 in first 6 months to $46.80 in eighth 6 months, thereafter as per schedule; female employees—checkers and packers in bread shop $35.10; rackers and bread wrappers $33.75; bench work in cake shop, cookie and doughnut machine operators $36.45; cake depositor operator $39.15; wrappers, finishers, etc., in cake shop $33.75. Inexperienced employees (male and female) will be paid 10 per cent less than the regular rate set for their classification during first 3 (previously 6) months of employment, 5 per cent less during the second 3 (previously 6) months; after 6 (previously 12) months they will receive the regular rate of the classification.

Bakery Salesmen, Calgary

An Order in Council dated January 19 and gazetted January 31 amends the previous Orders in Council for this industry (L.G., April 1950, p. 520, Oct., p. 1682).

Hours: daily maximum of 9 per day, as previously in effect. However, the weekly maximum number of hours is reduced from 48 to 44. Working hours will not extend beyond 1 p.m. (previously 2 p.m.) on Wednesdays, beyond 7 p.m. on Saturdays, as previously, or beyond 6 p.m. (previously 7 p.m.) on the other days of the week. When a statutory holiday occurs in any calendar week, such week will be considered a 36-hour week instead of a 40-hour week, as previously.

Minimum weekly wage rate for serviceman is increased from $41.50 to $46.80 per week. (Other minimum rates are not affected by this amendment.)

Legal Decisions Affecting Labour

Employees under Quebec decree not entitled to pay for "paid" holidays falling on Sunday. British Columbia board of police commissioners required to follow recommendation of conciliation board. Charges of "featherbedding" have been examined by United States Supreme Court

In Quebec, the parity committee for the building materials industry has lost its appeal against a decision of the Superior Court that an employer was not required to pay his employees for Christmas Day, 1949, and New Year's Day, 1950, when they fell on Sunday, although they were "paid holidays" under the decree. The Supreme Court of British Columbia has ruled that, under the Municipal Act, the report of a conciliation board is binding on police commissioners and the policemen in a municipality, whether or not policemen are properly described as employees. In two cases, the United States Supreme Court has interpreted the anti-featherbedding provisions of the Taft-Hartley Act as not covering certain practices in the printing trades and the musicians' union.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . finds employees not entitled to pay for "paid" holidays under a decree if they fall on Sunday

The Quebec Court of Queen's Bench, Appeal Side, at Montreal on January 14 dismissed the appeal of a parity committee of the building material industry from a judgment of the Superior Court refusing the committee's claim for payment for the two statutory holidays, Christmas and New Year's Day, when they fell on a Sunday.

Mr. Justice Bissonnette gave reasons for the Court's decision. He stated that a decree under the Collective Agreement Act for the ornamental iron and bronze industry was applicable to the case. Section 10 of this decree provided that Christmas and New Year's Day should be statutory holidays with pay. The parity committee charged with enforcing the decree claimed that workers covered by it should be paid for the two holidays when, as happened in 1949-50, they fell on a Sunday.

Mr. Justice Bissonnette examined various sections of the decree to discover the purpose of the provision for two holidays with pay. Section 3 establishes a normal work week of 44 hours. Section 4, dealing with overtime work, sets a rate of pay of time and one-half for hours worked beyond eight in a day and double time for hours worked on Sundays or on the two statutory holidays, Christmas and New Year's Day.

His Lordship considered that the purpose of these provisions was to ensure that employees work 44 hours per week and that they receive a higher rate of pay if they work longer than this minimum. If Christmas was a week day, it would not be possible for them to work 44 hours that week and to receive the minimum amount of pay that the decree was supposed to ensure. For this reason the decree provided that employees should receive pay for the two statutory holidays. However, when the two days were Sundays, the work week was not interrupted and employees could still work the normal 44 hours. Since they were not losing any of their normal weekly wage, they were not entitled to pay for the two holidays, if they did not work on those days. If employees were paid for the two days, their normal weekly wage would be exceeded. Mr. Justice Bissonnette did not consider that the decree contemplated a bonus of this sort.

His Lordship held that the provision in the decree that employees be granted the two holidays with pay was not an absolute requirement, since Section 4 provided for overtime pay to employees who worked on

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

those days. He could not believe that the holiday pay provided for in Section 10 could be a bonus to be given in addition to overtime pay to employees who worked on the holidays. He repeated his view that Section 10 merely ensured that employees should not lose any of their normal weekly wage when the work week was shortened by a statutory holiday.

The other four judges hearing the case concurred in Mr. Justice Bissonnette's reasons for decision. *Comité Conjoint des Matériaux de Construction* v. *Boucley,* Les Rapports Judiciaires de Québec, [1953] BR Montreal 185.

Supreme Court of British Columbia . . .

. . . issues order requiring police commissioners to carry out conciliation board's recommendations

The Supreme Court of British Columbia on January 12 granted the application of the Saanich Municipal Employees' Association, Local 374, for an order requiring the Board of Police Commissioners to carry out the recommendations of a conciliation board appointed to settle certain matters in dispute between the Commissioners and the policemen of Saanich. The Court held that the Municipal Act made the report of the conciliation board binding on both parties to the dispute, even though the relation between the Board of Commissioners and the policemen might not be that of employer and employee.

Mr. Justice Macfarlane described the facts of the case in his reasons for judgment. The plaintiff, Local 374 of the Saanich Municipal Employees' Association, was the certified bargaining agent for all the policemen of Saanich except those in a confidential position and those who had authority to hire or fire employees. The union and the Board of Police Commissioners had concluded a collective agreement on April 3, 1951, to be effective from April 1, 1951, to March 31, 1952. It contained the provision that during the two months before April 1, 1952, either party, by giving 10 days' notice, might require the other to enter into negotiations for the revision of the agreement. The Board and the union did negotiate during the two-month period but were unable to reach agreement on all the matters at issue. The British Columbia Labour Relations Board referred the matter to a conciliation board on April 5, 1952, according to the provisions of the Industrial Conciliation and Arbitration Act. The conciliation board was instructed to endeavour to find terms acceptable to both parties for a collective agreement.

There were three matters at issue between the parties to be determined by the conciliation board. The union demanded a 25-per-cent wage increase across the board, an extra 10 cents per day for each five years of service, and a change in the uniform, namely, the substitution of slacks and a suitable type of ankle boots for breeches and leggings. With its labour member dissenting, the board recommended a 15-per-cent wage increase. The labour representative stated that he could not subscribe to anything less than a 20-per-cent increase. The board was unanimous in recommending that the union's request for 10 cents per day for each five years of service be granted and that the change requested in the uniform be made when the supply of breeches and leggings became exhausted. The Board of Police Commissioners refused to accept the last two recommendations.

The union brought an action for a declaration that the recommendations of the conciliation board were binding, because of a 1949 amendment to the British Columbia Municipal Act, Section 528B, which reads:—

> Where a Conciliation Board has been appointed under the Industrial Conciliation and Arbitration Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen or policemen employed by the municipality or Board of Police Commissioners, a recommendation of the Conciliation Board shall be binding in every respect upon the municipality or Board of Police Commissioners and upon the firemen or policemen employed by the municipality or Board of Police Commissioners.

The Board of Police Commissioners contested the action on the ground that the ICA Act had no application because the relation between the Board and the policemen was not that of employer and employee. Decisions of the appeal courts of Saskatchewan and Nova Scotia were cited as authorities for this argument, *Bruton* v. *Regina City Policemen's Association* (L.G., 1945, p. 1011) and *Rex* v. *Labour Relations Board* (L.G., 1951, p. 1697). These judgments supported the view that policemen are not employees of a municipality but are the holders of offices of trust under the Crown appointed to perform the duties imposed upon them by common or statutory law in the interests of the public at large.

Mr. Justice Macfarlane pointed out that the two cases cited were quite different from the case at bar, since they dealt with the jurisdiction of labour relations boards and the question of whether policemen have

the right to bargain collectively in the same way as ordinary employees. In this case, the union was already certified as the policemen's bargaining agent and no question as to whether they were employees or not had been raised before the conciliation board.

His Lordship pointed out that the Board of Police Commissioners had not objected when the Labour Relations Board appointed a conciliation board to assist in settling the dispute. Section 528B of the Municipal Act declared the decision of the board to be binding in every respect upon the Board of Police Commissioners. Mr. Justice Macfarlane stated that, while the use of the word "employed" in this section might not be an accurate description of the relationship between the Commissioners and the policemen, the legislature had used it to describe the existing relationship and obviously intended to make the conciliation machinery of the ICA Act available to policemen. Since the amendment was made to the Municipal Act, its whole purpose was to extend the conciliation machinery to the particular people covered by the Municipal Act. Therefore the defendant's objection that the ICA Act did not apply to policemen lost its force.

The Board of Police Commissioners also argued that the recommendation as to clothing did not come within "conditions of employment" which are properly subject to collective bargaining. Since policemen are required to wear the uniforms supplied, His Lordship held that the recommendation did deal with a condition of employment.

The Court accordingly granted the union's application for a declaration that the recommendations of the conciliation board were binding and issued an order requiring the Board of Police Commissioners to carry them out. *Saanich Municipal Employees' Association, Local 374* v. *Board of Commissioners of Police of District of Saanich,* [1953] 8 WWR (NS) 230.

Supreme Court of the United States . . .

. . . holds Typographical Union's practice of bogus typesetting not a violation of Taft-Hartley Act

On March 9, 1953, the Supreme Court of the United States affirmed the judgment of the Court of Appeals which upheld a ruling of the National Labour Relations Board that a typographical union had not violated the anti-featherbedding provisions of the Taft-Hartley Act by insisting that newspaper publishers pay printers for setting type which was not to be used.

Three of the judges dissented from the judgment of the Court. Delivering the decision of the majority, Mr. Justice Burton gave the history of the case. The petitioner was the American Newspaper Publishers Association, a corporation which includes more than 800 newspaper publishers who represent more than 90 per cent of the circulation of daily and Sunday newspapers in the United States. In November 1947, the Association filed charges with the National Labour Relations Board that the International Typographical Union was engaging in several types of unfair labour practices. The Regional Director of the Board issued a complaint, including a charge that the union was engaging in an unfair labour practice contrary to Section 8(b)(6) of the National Labour Relations Act, which reads:—

> It shall be an unfair labour practice for a labour organization or its agents. . . to cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value, in the nature of an exaction, for services which are not performed or not to be performed.

The trial examiner recommended that the union be ordered to cease and desist from several of its activities but that the featherbedding charge be dismissed. The Board accordingly dismissed the charge. In an action brought by the publishers for review and modification of the Board's ruling, the Court of Appeals for the Seventh Circuit upheld the Board's decision to dismiss the charge against the union under Section 8(b)(6) of the Act. This judgment was appealed to the Supreme Court.

Mr. Justice Burton gave an explanation of the practice to which the publishers objected, which is a feature of the long battle carried on by the union to retain as much typesetting work for printers as possible. When a newspaper advertisement is set up in type it is impressed on a cardboard matrix or "mat". These mats are distributed at little or no cost to other publishers and used as moulds for metal castings from which to print the same advertisement, so that no compositors are necessary except those who make up the original form. The union long ago secured the agreement of newspaper publishers to permit their compositors to set up duplicate forms for all local advertisements in the same manner as if the mat had not been used. This reproduction work, known as "setting bogus", has become a recognized idiosyncrasy of the trade. Printers receive

their regular wages for the "bogus" work, which is fitted into slack periods and so interferes little with the regular work. The publishers who set up the original composition for the mats find the system advantageous because it burdens their competitors with costs comparable to their own. Reproduction work generally takes from two to five per cent of the printers' time. By 1947, detailed regulations for reproduction work were included in the General Laws of the ITU and so became a standard part of all employment contracts signed by its local unions.

He then pointed out that the Court below had held that the union in insisting upon payment of wages to printers for "setting bogus" did not violate the Act because it called for payment for work actually done and not "for services which are not performed or not to be performed". In the view of that Court, "setting bogus" was work performed and it remained for the parties to the agreement to determine its worth to the employer.

Mr. Justice Burton agreed that the Taft-Hartley Act did not make the practice illegal. He stated that at the time Congress was considering the anti-featherbedding provisions of the Taft-Hartley Bill, the constitutionality of the Lea Act penalizing featherbedding in the broadcasting industry (also known as the Petrillo Act) was being challenged in the Courts. The United States District Court for the Northern District of Illinois held it to be unconstitutional, and the appeal from that judgment to the Supreme Court was pending throughout the debate on the Taft-Hartley Bill. The constitutionality of the Lea Act was not upheld until the day the Taft-Hartley Act was passed. For this reason the sponsors of the Taft-Hartley Bill wished to avoid the controversial features of the Lea Act. As first introduced, the Taft-Hartley Bill included a broad definition of featherbedding like that in the Lea Act, which included a condemnation of practices requiring an employer to employ "persons in excess of the number of employees reasonably required by such employer to perform actual services". When the Taft-Hartley Act was finally passed, the prohibition was limited to a demand for payment where no work at all is done, Mr. Justice Burton considered.

He referred to an explanation of the section given by Senator Taft in June 1947, in the Senate:—

> It seems to me that it is perfectly clear what is intended. It is intended to make it an unfair labour practice for a man to say: "You must have 10 musicians, and if you insist that there is room for only six, you must pay for the other four anyway." That is in the nature of an exaction from the employer for services which he does not want, does not need, and is not willing to accept.

Mr. Justice Burton emphasized that in that illustration the service for which pay was to be exacted was not performed and was not to be performed by anyone, and that the last sentence must be read in that context. There was no suggestion that the four extra musicians were to do anything for their pay. He concluded:—

> Section 8(b)(6) leaves to collective bargaining the determination of what, if any work, including *bona fide* "made work," shall be included as compensable services and what rate of compensation shall be paid for it.

The Court accordingly affirmed the judgment of the Court of Appeals sustaining dismissal of the complaint under Section 8(b)(6).

Mr. Justice Douglas dissented from the decision of the Court, since he held that the reproduction of advertising matter which is set up only to be thrown away could not be considered a service performed for the newspaper. The employer was being compelled to pay for work which was not only unwanted but wholly useless. He considered that this practice, even though established by long custom in the printing trade, was outlawed by the Taft-Hartley Act.

Mr. Justice Clark and the Chief Justice together gave another dissenting judgment. In their view, to consider the wasteful practice of "setting bogus" as work was to make Section 8(b)(6) meaningless. To carry out the purpose of the statute, "services" must be interpreted so as to exclude "contrived and patently useless job operations not to the employer's benefit." *American Newspaper Publishers Assn.* v. *National Labour Relations Board,* [1953] 31 LRRM 1.

Supreme Court of the United States...

...holds union's demand for hiring of local band when travelling band engaged not violation of law

In a judgment similar to the preceding, also given on March 9, the Supreme Court of the United States held that a musicians' union did not violate the anti-featherbedding provisions of the Labour-Management Relations Act by demanding that a chain of theatres employ a local orchestra to play before and after the program and during the intermissions whenever a travel-

ling band was employed, although the management did not need or want the services of the local orchestra.

As in the other case, Mr. Justice Burton gave the Court's reasons for decision, while dissenting opinions were given by Mr. Justice Jackson, Mr. Justice Clark and the Chief Justice.

Mr. Justice Burton described the general background of the matter at issue. For generations professional musicians have faced a shortage in local employment needed to yield them a livelihood. The American Federation of Musicians, to which practically all professional performers and conductors in the United States belong, uses its control of professional talent to help individual members and local unions by insisting that travelling band contracts be subject to its rules.

Article 8(4) of its by-laws provides:—

> Travelling members cannot, without the consent of a local, play any presentation performances in its jurisdiction unless a local house orchestra is also employed.

He then described the facts of this case. Until about 1940, the Palace Theatre in Akron, Ohio, one of an interstate chain of theatres, regularly employed a local orchestra of nine union musicians. Between 1940 and 1947 the local musicians were no longer regularly employed but rehearsed periodically at the theatre and were available when required. Whenever a travelling band appeared there, the local musicians were paid a sum equal to the minimum union wages for a similar engagement although they did not play. After the passing of the Taft-Hartley Act in June 1947, local musicians were not used or paid on the occasions when travelling bands performed.

In October 1947, the local union opened negotiations to induce the theatre management to employ a pit orchestra of local musicians to play overtures, "intermissions", and "chasers" (while patrons were leaving the theatre) whenever a travelling band was employed. The union required acceptance of this proposal as a condition of its consent to local appearances of travelling bands. When the management refused, a travelling band cancelled its engagement.

In 1949, the union made several new proposals for using the local orchestra, which were turned down by the theatre on the ground that the local orchestra was not necessary or desired. Accordingly, in July 1949, the union again refused to consent to the appearance of a travelling band.

In 1949, the management of the theatre chain filed charges with the National Labour Relations Board that the union was violating Section 8(b)(6) of the Act, and the Regional Director of the Board issued a complaint. The trial examiner recommended dismissal of the complaint, since he was not convinced that the union's demands were an "attempt to cause" any payment to be made "in the nature of an exaction". The Board, with one member dissenting, ordered dismissal of the complaint, but on different grounds. The Board held that Section 8(b)(6) did not apply to cases where a union sought actual employment for its members, even though the employer did not want their services.

The case went before the Court of Appeals for the Sixth Circuit, which held that the union was engaged in a practice declared unfair by Section 8(b)(6) even though it was seeking actual employment for its members.

Mr. Justice Burton accepted the finding of the Board that the union was not seeking merely "stand-by" pay which it had received before the passing of the Taft-Hartley Act. Since 1947 the union had consistently requested actual employment in connection with travelling band and vaudeville appearances. It had suggested various ways in which the local orchestra could earn pay for performing competent work and had offered to consent to the appearance of travelling bands, which are controlled by the Federation, on those terms.

The Court held that this was not an unfair labour practice. Mr. Justice Burton concluded:—

> We are not dealing here with offers of mere "token" or nominal services. The proposals before us were appropriately treated by the Board as offers in good faith of substantial performances by competent musicians. . . Payments for standing-by" or for the substantial equivalent of "standing-by" are not payments for services performed, but when an employer receives a *bona fide* offer of competent performance of relevant services, it remains for the employer, through free and fair negotiation, to determine whether such offer shall be accepted and what compensation shall be paid for the work done.

Mr. Justice Jackson, dissenting, considered that the union's action did constitute an unfair labour practice since it was a form of exaction from the employer in return for unnecessary services. To hold that the anti-featherbedding provision of the Act has not been violated so long as some exertion is performed or offered by the employees, no matter how useless or

unwanted, would be to make it empty and meaningless. "Congress surely did not enact a prohibition whose practical application would be restricted to those without sufficient imagination to invent some 'work'," Mr. Justice Jackson stated.

He found the case different from the printers' case, in that the Typographical Union was adhering to an old custom maintained through the years by mutual consent to which other terms of employment have long since been adjusted, while in the case at bar the musicians's union was attempting to evade the law by substituting for the practice specifically condemned by statute a new device for achieving the same result. Mr. Justice Jackson considered that "such subterfuge should not be condoned".

He also emphasized that the payments demanded by the union constituted an "exaction" because of the control of talent exercised by the union. The employer was in the entertainment business but could not have any talent to exhibit unless he accepted the union's demands.

Mr. Justice Clark and the Chief Justice dissented from the judgment of the Court for the same reasons as in the printers' case. They made no distinction between the two types of "featherbedding", between "modern make-work gimmicks and featherbedding techniques encrusted in an industry's lore". *National Labour Relations Board* v. *Gamble Enterprises, Inc.*, [1953] 31 LRRM 7.

Recent Regulations under Provincial Legislation

In Newfoundland, general minimum wage of 50 cents an hour is set for male workers. In Ontario, workmen's compensation regulations are changed to bring new occupations under the Act. In Alberta, regulations governing the examination and licensing of barbers are revised

The first order made by the Newfoundland Minimum Wage Board sets a minimum rate of 50 cents an hour for all adult males in the province who are paid at an hourly rate. An overtime rate of at least 75 cents an hour must be paid for time worked after 10 hours in a day and for any work done on Sunday. Several occupations were brought under the Ontario Workmen's Compensation Act and the section of the regulations laying down conditions for the payment of compensation for tuberculosis for hospital employees was repealed. In Alberta, new regulations under the Tradesmen's Qualification Act make some changes with respect to the examination and licensing of barbers.

Alberta Factories Act

The new safety regulations governing the erection of derricks and the cleaning, repairing, operation and maintenance of gas and oil well drilling plants, rigs and equipment, which were recently issued under the Alberta Workmen's Compensation Act (L.G., April 1953, p. 588), have also been issued as regulations under the Factories Act, by O.C. 253-53, approved on February 23 and gazetted February 28. The regulations which the new provisions replace were similarly in effect under both Acts.

Alberta Tradesmen's Qualification Act

The regulations governing the examination and licensing of barbers under the Tradesmen's Qualification Act were revised by O.C. 285-53 on March 2 and gazetted March 14. The new regulations are similar to those recently issued for the beauty culture trade (L.G., April 1953, p. 587).

To carry on the trade, a certificate is required of one of the following types: certificate of proficiency, temporary certificate of proficiency, and apprentice certificate. The qualifications for these

certificates have not been changed. Limited proficiency certificates, formerly issued to persons attaining a certain degree of proficiency and employed exclusively in hair cutting, are no longer to be granted.

As before, an applicant for a certificate of proficiency must establish that he has had at least two years' practical experience in the trade. Time credit of up to one year may be allowed for school training. A candidate must also pass a practical and theoretical examination, obtaining at least 75 per cent of the allotted marks. A candidate who obtains between 60 and 75 per cent of the marks in the examination may be granted a temporary certificate, valid for a period not exceeding 12 months (formerly six months), during which time he must prepare for re-examination.

An apprentice certificate is granted for a period of two successive years and enables the apprentice to receive training under the direct supervision of a barber holding a certificate of proficiency. At the end of two years the apprentice is examined and, if he is successful, is granted a certificate of proficiency or a temporary certificate. If not, he may be issued another apprentice certificate good for six months, after which he must be re-examined.

More detailed provisions are set out with respect to the review of an examination of an unsuccessful candidate by a Board of Appeal. As before, the application for review must be submitted to the Department of Industries and Labour within 30 days. A fee of $5 must now be forwarded with the application, the fee to be refunded if the Board of Appeal revokes the decision of the Board of Examiners.

A further change was the removal of the annual renewal procedure. Previously, all barbers were required to renew their certificates annually on payment of a fee of $1. Now certificates will remain in effect until suspended or revoked for cause.

Another new provision requires a card of identification to be issued with each certificate, indicating the status of the certificate. On the request of an authorized official the holder of a certificate must produce the certificate or identity card.

Newfoundland Minimum Wage Act

The first minimum wage order issued under the Newfoundland Minimum Wage Act, enacted in 1950, establishes a minimum rate of 50 cents an hour for male workers over 18 years of age. Overtime at the rate of time and one-half the minimum rate, i.e. 75 cents an hour, must be paid for all work done over 10 hours in a week day or for any work done on Sunday. The order is effective from May 1.

The new minimum wage order is applicable to all male employees in the province being paid at an hourly rate except apprentices and persons employed in farming and market gardening.

Ontario Hours of Work and Vacations with Pay Act

The Industry and Labour Board of Ontario has raised the price of a vacation-with-pay stamp book from 25 to 35 cents, by an Order in Council of February 26, gazetted March 14 (O. Reg. 27/53).

Under the Act, employers must purchase vacation-with-pay credit stamps for employees who leave their employment. The employee is entitled to receive vacation-with-pay credit stamps on the basis of two per cent of his total earnings for whatever portion of the working year he has been employed. Employees who voluntarily leave their jobs are not eligible for this holiday pay unless they have worked for the employer for at least three months. An employee engaged in the construction industry is entitled to vacation-with-pay credit irrespective of his employment period.

Ontario Workmen's Compensation Act

Amendments to the General Regulations under the Ontario Workmen's Compensation Act bring four new occupations under the operation of Part I of the Act, that is, the collective liability system, and repeal certain provisions laying down the conditions under which compensation is payable for tuberculosis contracted by employees in hospitals and laboratories. The amendments were approved by O. Reg. 18/53 on February 12 and gazetted February 28.

Hand laundries, previously excluded from the Act, are now included. Power laundries were already under the Act. Other industries added to Schedule 1 of the regulations, which lists the industries in which employers must contribute to the Accident Fund, include the operation of parking-stations or parking-lots, the wrecking of automobiles, and the operation of a building rented wholly or partly for manufacturing.

Certain conditions which previously restricted the right of an employee to receive compensation for tuberculosis have now been removed. Tuberculosis is a compensable industrial disease when con-

tracted by a workman employed in a hospital, sanatorium or sanitarium coming under Part I of the Act or in a laboratory operated by the province. Previously, however, compensation was not payable unless the workman had undergone the examination required for such employees and had been found free of tuberculosis, and unless he filed his claim within three months after leaving the employment. Compensation was not payable if he contracted tuberculosis within three months after his first examination, unless he had been continuously employed in the hospital, sanatorium or laboratory for a three-month period before his examination.

Indian Labour Conference Considers Changes in Industrial Relations Law

At the 1952 session of the Indian Labour Conference, the Minister of Labour of India submitted for its consideration the Government's proposals for changes in industrial relations legislation. The Minister's address at this conference was reported in the Indian *Labour Gazette* for October 1952, and the Bombay *Gazette* for December 1952.

The Indian Labour Conference was formed to advise the Government on labour questions, and all proposed labour legislation is submitted to it. The organization is modelled on the International Labour Organization in that governments, employers and workers are represented, with the number of government representatives equalling the number of non-government members. Of the 11 employers' representatives, eight are named by the Government in agreement with the two main employers' organizations; the remaining three represent other classes of employers. In the same way the Government chooses eight of the workers' representatives in agreement with the two largest workers' organizations, while the other three represent other groups of workers. The government members include representatives of both the central and the state Governments.

In his address at the opening of the 12th annual session of the Conference in October 1952, Shri Giri, the Minister of Labour, strongly urged the abandonment of the system of compulsory arbitration established by the 1947 Industrial Disputes Act and its amendments, and the adoption of a freer system under which management and labour would settle their differences by vigorous collective bargaining and by voluntary conciliation and arbitration. In his view, compulsory arbitration had weakened the trade union movement, since the workers had lost the spirit of self-reliance engendered by healthy collective bargaining and had acquired the habit of litigation. He felt that the system of compulsory arbitration stirred up bad feeling between employers and workers. It also hindered voluntary settlements, since each party to a dispute hesitated to make concessions for fear of prejudicing its case before an arbitrator.

The Minister then placed before the Conference, for its consideration, a possible line of action. He discussed the opinions expressed by state Governments, employers and workers in their replies to a questionnaire circulated by the Government in July 1952. Since the replies to the questionnaire had indicated a general unwillingness to abandon compulsory arbitration altogether, the Minister suggested that it be retained at first in public utility services, which would include power, light, water, sanitation, railways, telegraphs and such other industries as might be considered necessary for maintaining supplies and services essential to the life of the community. In these industries, the state would have the power to refer unsettled disputes for compulsory arbitration and at the same time to prohibit strikes and lockouts. Strikes or lockouts would be permitted only if the appropriate government refused to refer a dispute to arbitration.

In all other industries, compulsory arbitration would be abandoned. Employers and workers would be encouraged to rely on collective bargaining and to resort to conciliation and arbitration by mutual agreement when necessary. While the state would assist in the development of adequate machinery for negotiation, conciliation and arbitration, the parties would be encouraged to devise their own machinery. Strikes and lockouts would be prohibited only during the period of a binding agreement or award.

If the experiment worked in non-public industries, the system could then be extended to public utility services also, Shri Giri stated. If it failed, he would be willing to reverse the steps taken; but he urged all groups in the Conference to give the new experiment a fair trial. He was satisfied that an emergency could be dealt with if it should arise through the granting of special emergency powers by the Legislature. If the Conference wanted to include emergency provisions in the legislation, he might be persuaded to do so, but only a situation causing prolonged and widespread hardship to the community could constitute an emergency necessitating the use of compulsory arbitration and the prohibition of strikes and lockouts.

The Minister indicated that the new legislation to replace the 1947 Industrial Disputes Act would be the basic law applicable to the whole country but that the states would be permitted to enact supplementary legislation provided that it was not inconsistent with the central law. He supported the general consensus that there should be no large-scale extension of the central Government's administrative jurisdiction. He stated that, while the workers' organizations and the majority of state Governments were in favour of a law applicable to all types of employment, the employers' organizations in general would prefer to restrict it to factories, railways, transport services, mines, postal services, telegraphs and telephones, and to have separate legislation for commercial establishments, banks, insurance companies, plantations and agricultural establishments. Shri Giri himself considered that if it were necessary to provide machinery for the settlement of disputes between agricultural workers and their employers a special law would be advisable.

The Minister reported that the large majority of workers' organizations desired the immediate abolition of the Appellate Tribunal, the body established in 1950 to hear appeals from awards of industrial tribunals. He pointed out that the abandonment of compulsory arbitration in most industries would reduce the need for it and urged employers to vote for its abolition so that the new policy could be launched in an atmosphere of mutual goodwill. He recommended also the abolition of standing conciliation boards, commissions of enquiry, and labour courts.

Shri Giri then outlined the new procedure for collective bargaining and the settlement of disputes without compulsory arbitration. The first stage would be direct negotiation between employer and workers. He recommended a system of union recognition providing for two types of certification. A union having as members a fairly large proportion of the workers in an establishment (the required percentage to be suggested by the Conference) would be entitled to certification as bargaining agent with exclusive collective bargaining rights. An agreement concluded between the bargaining agent and the employer would bind all employees in the establishment. If there should be no union with sufficient membership to qualify as bargaining agent, a union with a lower prescribed percentage of employees as members could be certified as a "recognized union". An agreement reached between this type of union and the employer would apply only to its members, unless the non-union employees requested the employer to make it applicable to them also, and non-union employees would be free to negotiate separate agreements with the employer if they wished.

If the parties could not settle their differences through the bargaining process, they could request the services of a conciliation officer. The Minister suggested that in non-public industries the conciliation officer should not intervene unless one of the parties invited him to do so in writing and he were satisfied that the party making the request had endeavoured to bargain in good faith. In public utility services he would be entitled to intervene as under the present system.

The third stage would be that of referring the dispute either to a conciliation board or an arbitration board, each party nominating its own counciliators or arbitrators and the members of the board then selecting an impartial chairman. The members of conciliation and arbitration boards could be chosen from a list compiled annually by the appropriate government. In the case of voluntary arbitration the parties could decide to have one individual act as arbitrator or they could decide to submit the dispute to arbitration by the regular industrial tribunal designated by the appropriate government. Under the system proposed by the Minister, a collective agreement entered into between the parties and every arbitration award would be registered with the conciliation officer and would be binding on the parties for a period of one or two years if no period were specified in the agreement or award.

Other questions on which the Minister sought the advice of the Conference were dismissal of employees, the limits of an employer's right to lay off employees, or

(Continued on page 747)

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for February, 1953, show benefit payments during month amounted to $18,505,590, compared with $17,502,303, in previous month

During the week February 28-March 6, a total of 249,889 beneficiaries received $4,608,663 as compensation for 1,468,668 days of proven unemployment, in comparison with 231,331 persons who received $4,352,990 as compensation for 1,395,790 days during the week January 31-February 6. In the week February 23-29, 1952, an amount of $3,483,137 was paid to 228,121 beneficiaries as compensation for 1,291,339 days of unemployment.

The average daily rate for the week under review was $3.14, compared with $3.12 last month and $2.70 for the same week in February 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during February 1953, insurance books were issued to 4,471,030 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at February 28 numbered 248,001, an increase of 682 since January 31, 1953.

Supplementary Benefit

During February, 49,631 claimants unable to satisfy the contribution requirements for regular benefit had their claims considered under the supplementary benefit provisions of the Act. An additional 938 renewal supplementary benefit claims were filed. Of the 50,519 adjudications recorded, 35,890 were granted entitlement to benefit, 1,772 had a disqualification period imposed, and 12,857 were disallowed. Supplementary benefit payments amounted to $2,090,530.

Unemployment insurance benefit payments in February amounted to $18,505,590, compared with $17,502,303 in January and $14,162,612 in the same month last year.

Unemployed days for which compensatory payments were made totalled 5,918,651, as against 5,628,881 in the preceding month and 5,266,024 in February 1952.

The monthly report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that initial and renewal claims for benefit filed in February numbered 171,658, compared with 223,255 a month earlier and 140,386 a year ago.

Claimants on the live unemployment insurance register at the end of February totalled 388,501 (328,314 males and 60,187 females), as against 376,338 (312,756 males and 63,582 females) on January 31 and 350,805 (272,094 males and 78,711 females) on February 29, 1952. Ordinary claimants on February 28 numbered 308,757 (264,964 males and 43,793 females), while of the remaining claimants, 22,011 were short-time, 3,325 temporary lay-off and 54,408 were claiming supplementary benefit.

Adjudications on ihitial and renewal claims totalled 181,580. Of this number, 117,671 were entitled to benefit. Disallowances constituted 49,752 claims, while disqualifications were imposed in 22,328 cases (including 6,399 on revised and 1,772 on supplementary benefit claims). Chief reasons for disqualification were: "not unemployed", 6,731 (the duration of the disqualification period in 4,452 of these cases was six days or less); "voluntarily left employment without just cause", 6,863 cases; "not capable of and not available for work", 2,209 cases.

Claimants receiving first benefit payments during the month totalled 121,507, compared with 163,273 in January and 107,680 in February 1952.

> Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-8 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the umpire

Decision CU-B 883, December 2, 1952

Held: *That a claimant, who expected to return to work for her former employer and who had been successful in obtaining only six weeks' employment in four months, was rightfully disqualified from the receipt of benefit under Section 40(1)(a) of the Act when she refused to apply for employment at the prevailing rate of pay in the district and of a kind she could have easily performed.*

Material Facts of Case.—The claimant, single, 30 years of age, was employed as an assembler by a manufacturer of automobile parts at a wage of $1.13 an hour from February 12, 1952, to May 7, 1952, when she was laid off because of a shortage of work. On May 8, 1952, she filed a renewal claim for benefit, which was allowed. During the period from July 14, 1952, to August 29, 1952, she again worked for the same manufacturer.

On September 5, 1952, the local office notified her of employment in her home town as a binder with a litho-printing firm at a wage of 72 cents an hour. The hours of work were eight a day and 40 a week (day work). According to the submissions, the prevailing rate of pay in the district for that type of work ranged from 59 to 83 cents an hour. She refused to apply for the employment on the grounds that the wages were too low and that she expected to return to work for her previous employer. The local office commented that the claimant's former employer reported that the probable date of rehiring was very indefinite and that she might not be called back to work before six months' time. The local office further commented that the prospective employer would have given her employment until Christmas and that the job could have developed into a permanent one.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because she had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.

The claimant appealed to a court of referees which, after having heard her and her representative, by a majority finding, disallowed the appeal.

The claimant appealed to the Umpire.

Conclusions.—The claimant, who had been successful in obtaining only six weeks' employment with the ..... Products Company since May 7, 1951, was offered, on September 5, 1952, temporary work other than in her usual occupation but of a kind that she could have easily performed. She refused to accept it on the grounds that the rate of pay was too low and that she expected to be recalled to work by her former employer.

With regard to the rate of pay offered, the court of referees found that it was "above the prevailing starting rate" in the district for that kind of work and, on the evidence before me, I have no valid reason to differ from the finding of fact.

As to the claimant's statement that she expected to be recalled to work by her former employer, the local office at the time of the offer inquired from him as to the probable date of her re-employment. His answer was that he had no idea and that it might not be before six months' time. It turned out, however, that she resumed work with him four or five weeks later.

I can understand the claimant's point of view in refusing to accept temporary work at a rate of pay lower than that which she had previously received particularly as she expected to regain the job in which she had established seniority. On the other hand, I cannot lose sight of the fact that unemployment insurance is a measure essentially designed to financially assist the worker who is in the unfortunate position of being unable to find employment and that Section 40(3) of the Act provides as follows:—

> After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not

lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.

For those reasons, I do not consider that I would be carrying out the intent of the Act if I were to decide that the claimant should have been allowed to continue to receive unemployment insurance benefit when there was work available for her at the prevailing rate of pay in the district and of a kind that she could have easily performed.

The appeal is dismissed.

Decision CU-B 887, December 4, 1952

Held: (1) *That employment in the local textile industry at the prevailing rate of pay was suitable for a young mother who had been unemployed for several months, even though it involved shift work.* (2) *That inasmuch as she was available for work from 7:30 a.m. to 5:00 p.m., which are normal working hours, she had not so restricted her field of employment as to be no longer considered available for work within the meaning of the Unemployment Insurance Act.*

Material Facts of Case.—The claimant, married, 21 years of age, filed an initial application for benefit on January 12, 1952, and stated therein that she had been employed by a manufacturer of power chain saws as a press machine operator at a wage of 75 cents an hour from September 14, 1951, to January 11, 1952, when she was laid off because of a shortage of work.

In April 1952, the insurance officer disqualified her from the receipt of benefit for a period of six weeks under Section 40(1)(a) of the Act because she had refused to apply for a situation in suitable employment, as a power sewing machine operator with a textile company at a wage of 60 cents an hour plus piece work. The reason then given for her refusal was that she had no one to look after her baby in the evenings. The local office reported that she was able to do day work from 7:30 a.m. to 5:00 p.m. but was not free to take shift work.

On August 8, 1952, the local office notified her of permanent employment on a shift basis as a power sewing machine operator with another textile company at a wage of 60 cents an hour. The prevailing rate was reported to be from 50 to 65 cents an hour. She refused to apply for the employment, again stating that she had nobody to mind her baby in the evenings. The local office commented that for several months past there had been no openings for married women desiring day work in factories.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because she had, without good cause, refused to apply for a situation in suitable employment (Section 40(1)(a) of the Act). He also disqualified her from the receipt of benefit for an indefinite period because she was not available for work (Section 27(1)(b) of the Act).

The claimant appealed to a court of referees which, after having heard her and her representative, by a majority finding, upheld the decisions of the insurance officer.

With the claimant's consent a union representative appealed to the Umpire, contending that the plant to which she was referred for employment on August 8, 1952, was paying much lower than the going wages and that the work, which was on a shift basis, was not suitable for the claimant.

The manager of the local office in a memorandum to the Regional Claims Officer dated October 7, 1952, submitted information which he had obtained regarding rates of pay being paid by a number of employers in the locality.

Conclusions.—It is contended on the claimant's behalf that "shift work with its dislocation of home life, living and meal requirements, etc., should not be within the jurisdiction of an insurance officer to exercise any power of direction or compulsion".

It is not only the right but the duty of the placement officer to direct a claimant to any employment which, under the circumstances, is suitable and this may mean employment involving shift work. Whatever inconvenience it may cause the worker, shift work is a recognized fact in industry.

I readily understand that in the case of the claimant, who is a young married woman with a baby, employment involving night work would considerably disturb her domestic life. On the other hand, one cannot overlook the fact that she had been out of work for several months when she was referred to what was apparently the only employment available. In that lengthy period of time she had been unable to find employment of the kind that she wanted and the local office reported that for several months it had had no openings for married women who desired day work in factories.

(Continued on page 747)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 138 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 94 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available, on request, to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of March are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	$ 54,921.49
Defence Construction (1951) Limited: (Building and Maintenance)	1	8,541.60
Defence Production (February report)	151	9,851,019.00
Post Office	9	141,192.61
Public Works	3	16,261.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of $606.60 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been, or will be, distributed to the 26 employees concerned.

Contracts Containing Fair Wages Schedules Awarded—March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Bow River Project Alta: W C Wells Construction Co Ltd, construction of canal & road, etc (Distributary R Extension).

Central Mortgage and Housing Corporation

Greenwood N S: Nova Scotia Light & Power Co, *extension of electrical distribution system. *Saint John N B:* M H Downs, *interior painting, Rochwood Court. *Montreal P Q:* Montreal Management & Maintenance Co Ltd, *interior painting, Benny Farm Gardens; Guy Ouiment, *interior painting, Villeray Terrace. *Nitro P Q:* A Lecompte & Fils, *installation of fire alarm system. *Downsview Ont:* Rayner Construction Ltd, construction of roads & drives; Redfern Construction Co Ltd, construction of houses, RCAF Station. *Ottawa Ont:* S W Farrell & Son, *supply & erection of chain link fence, Strathcona Heights; James Rotar, *supply & installation of protective window screens, Strathcona Heights. *Trenton Ont:* John N Entwistle, construction of school. *Windsor Ont:* Eavestroughing Perfect Service, *eavestroughing. *Edmonton Alta:* O K Construction & Supply Co Ltd, completion of roadways & driveways. *Macaulay B C:* Rosehall Nurseries Ltd, *landscaping. *Vancouver B C:* Ed Johnston, landscaping, Fraserview; W W Philpott, interior painting, West Broadway.

Defence Construction (1951) Limited

Lachine P Q: O Langlois Construction Ltd, construction of water storage tank. *Valcartier P Q:* Nap Trudel & Fils, construction of headquarters bldg: *Ville la Salle P Q:* Mobec Ltd, installation of lighting & lamps in warehouse bldg. *Uplands Ont:* Terminal Construction Co Ltd, construction of watermains, storm & sanitary sewers. *Gimli Man:* Maple Leaf Construction, construction of roads. *Shilo Man:* Red River Construction Co Ltd, installation of sewer & water connections to barracks blocks. *Dundurn Sask:* North West Electric Co Ltd, construction of electrical distribution system; New West Construction Co Ltd, grading & services for new magazine area. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of synthetic training bldg. *Claresholm Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of bldg & access roads.

Building and Maintenance

Dartmouth N S: T P Lusby & Co Ltd, connecting hangars to steam distribution system, HMCS "Shearwater". *Debert N S:* Rayner Construction Ltd, rehabilitation & improvement of roads. *Newport Corners N S:* Ralph & Arthur Parsons Ltd, extension of water main line, Naval Radio Station. *Sydney N S:* Silver & Roberts, provision of electrical facilities for dehumidification program of reserve fleet, Point Edward Naval Base. *St Hubert P Q:* Viau Asphalt & Paving, construction of storm drain & ditch, RCAF Station. *St Johns P Q:* Eagle Roofing Co, application of built up roof. *Valcartier P Q:* Magloire Cauchon Ltd, alterations & extensions to bldg. *Camp Ipperwash Ont:* Calcott Plumbing Co, installation & painting of low pressure steam heating system. *Hamilton Ont:* Barclay Construction Ltd, construction of extension & interior alterations to galley in barracks block, HMCS "Star". *Saskatoon Sask:* Myers Construc-

tion Co Ltd, construction of small arms range bldg, HMCS "Unicorn". *Ralston Alta:* Poole Construction Co Ltd, repairs to river intake, water supply system, Suffield Experimental Station. *Wainwright Alta:* Northern Asbestos & Bldg Supplies Ltd, erection of Butler bldgs, Military Camp. *Boundary Bay B C:* R N Cowherd, conversion from coal to oil heating units. *Esquimalt B C:* J A Pollard Construction, repairs & improvements to central victualling depot, HMC Dockyard.

National Harbours Board

Saint John N B: Standard Dredging Co Ltd, construction of extension to pier 2-3. *Vancouver Harbour B C:* Vancouver Pile Driving & Contracting Co Ltd, float renewal at fishermen's wharf; City Construction Co Ltd, paving shed floors, Ballantyne Pier.

Department of Public Works

Glovertown Nfld: B Stokes & Sons Ltd, construction of RCMP Detachment bldg. *St John's Nfld:* Geo A Pye, interior painting & redecorating UIC offices. *Charlottetown P E I:* Bruce Stewart & Co Ltd, *renewals & repairs to dredge "PWD No 12"; L M Poole & Co, alterations & additions, Sterns Bldg. *Digby N S:* Kentville Hardware Store Ltd, re-roofing & flashing freight shed. *Gunning Cove N S:* Alfred Thimot & Medard Comeau, wharf extension. *Halifax N S:* A S Lee, improvements to heating system, K of C Bldg. *North Sydney N S:* North Sydney Marine Railway Co Ltd, *renewals & repairs to scow "PWD No 163". *Sandy Cove N S:* L G Rawding Construction Ltd, breakwater reconstruction. *Western Shore N S:* Mosher & Rawding Ltd, wharf reconstruction. *Yarmouth N S:* Rodney Contractors Ltd, supply of rock for & construction of enrockment at ferry terminal. *Campbellton N B:* Diamond Construction Co Ltd, accommodation for ferry. *Chipman N B:* Myles D Chown, alterations & improvements to post office bldg. *Fredericton N B:* Caldwell Construction Co Ltd, installation of customs counters & fittings in new public bldg. *Saint John N B:* E. Mooney Construction Ltd, construction of garage, gravel surfacing, etc, RCMP barracks; R Jack Atkins, construction of single family residence, RCMP barracks; Mooney Construction Co, alterations to Lawson Motors bldg. *Shediac Bridge N B:* Modern Construction Ltd, construction of wharf. *Cross Point P Q:* James S Watt, extension to jetties. *Farnham P Q:* Desourdy Construction Ltd, construction of protection wall. *Hull P Q:* A Lanctot Construction Co, alterations to Lido Club bldg for UIC. *Montreal P Q:* A F Byers Construction Co Ltd, partitioning work, etc, postal station "B"; William Henry Madigan, interior painting & decorating, Customs Examining warehouse. *Ste Anne de Bellevue P Q:* Eagle Construction Co, extension to stores bldg, Ste Anne's Hospital. *St Joachim de Tourelle P Q:* Charles Verreault, wharf repairs & extension. *Sept Iles P Q:* J Lionel Bizier, construction of transit shed. *Sorel P Q:* Lucien Lachapelle, harbour repairs & improvements. *Kitchener Ont:* Craftsmen Painting & Decorating Contractors, interior & exterior painting & redecorating, public bldg. *Ottawa Ont:* Automatic Sprinkler Co of Canada Ltd, supply & installation of automatic sprinkler system, 35 George St; Sirotek Construction Ltd, construction of roof, snow guards, gutters, etc, MD & PM Laboratories; H G Francis & Sons, installation of heating & ventilating unit, main piggery, Central Experimental Farm; Dominion Electric Protection Co, installation of fire alarm & night watch systems in Mines Branch bldg; Fred Guy & Son, moving certain RCMP sections from Justice bldg & Justice annex to Seminary bldg. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, *construction of steel hopper scows for dredges. *Portsmouth Ont:* A F Simpson, wharf repairs & reconstruction. *Temagami Ont:* T G McDonald Construction Co Ltd, construction of wharf. *Toronto Ont:* T J Colbourne Construction Ltd, alterations to bldg, 3 Sullivan St. *Windsor Ont:* The Foundation Co of Canada Ltd, construction of office bldg for UIC. *Shoal Lake Man:* Universal Contractors Ltd, construction of public bldg. *Winnipeg Man:* Harris Construction Co Ltd, wharf extension & repairs. *North Portal Sask:* Stead Construction Co, construction of residence for Veterinarian, Department of Agriculture. *Kuper Island B C:* James McDonald Construction Co Ltd, renewal of wharf & float. *Lake Cowichan B C:* Cowichan Housing Ltd, construction of detachment bldg for RCMP. *New Westminster B C:* Ward & Son Ltd, alterations to Belyea bldg. *Westview B C:* Pacific Piledriving Co Ltd, extension to floats. *Whaletown B C:* Vancouver Pile Driving & Contracting Co Ltd, wharf & float repairs.

Department of Transport

Canso N S: T C Gorman (Nova Scotia) Ltd, construction of lock, entrance piers & channel for causeway. *Sydney Harbour N S:* Foundation Maritime Ltd, removal of wreck of "Pelican". *Trenton Ont:* Central Bridge Co Ltd, repairs to Bridge No 1. *Brandon Man:* A F Byers Construction Co Ltd, repairs to roof trusses of hangar No 2. *Regina Sask:* A F Byers Construction Co Ltd, repairs to trusses of hangar No 3.

Indian Labour Conference

(Continued from page 740)

to change conditions of employment during conciliation proceedings, the enforcement of collective agreements and arbitration awards, and methods for determining whether a union is entitled to recognition.

At the end of the session, Shri Giri summed up the general trend of discussions. He found that all groups in the Conference were agreed on the basic policy of placing a greater emphasis on collective bargaining and the settlement of disputes through voluntary conciliation and arbitration. However, the majority of the delegates were of the view that it would be too risky for governments to divest themselves of authority to intervene with compulsory arbitration when all other methods of settlement had failed. Shri Giri said that he would carefully consider this view.

Accepting the suggestion that a small committee be set up to agree on the basis of the new legislation, he decided to set up a committee composed of one representative from each of the four central organizations of workers and the three central organizations of employers. Each member could be accompanied by an adviser.

Expressing his satisfaction with the achievements of the Conference, the Minister concluded:—

> The shift of emphasis from compulsory adjudication to collective bargaining is itself a great gain. Collective bargaining must become a habit instead of a necessity, and a habit becomes ingrained only if one has faith in it. The settlement of disputes is a difficult task, but the cultivation of goodwill is an infinitely more difficult one. Compulsory adjudication may attempt the former, but collective bargaining alone can achieve the latter.

Decisions of the Umpire

(Continued on page 743)

It has always been the policy of the adjudicating authorities under the Act to take into consideration, to a reasonable degree, one's domestic circumstances. In this case, however, I do not consider that the intent of the Act and the interests of the mass of workers who contribute to the Unemployment Insurance Fund would be served if I were to decide that the job offered to the claimant was not suitable or that she had just cause for refusing it.

With regard to the low rate of pay, it is quite clear, from the additional information obtained and which is herein before referred to, that it was in accordance with the prevailing rate in the local textile industry for the kind of work which was offered to the claimant.

I must say, however, that I do not agree with the finding of the court that the claimant has so restricted her field of employment that she can no longer be considered as being available for work within the meaning of the Unemployment Insurance Act.

The claimant is apparently available for work from 7:30 a.m. to 5 p.m. which, after all, are normal working hours and I am not convinced that there is no likelihood of day work for her, if not in her usual occupation, in another occupation either in ..... (her home town), which has a population of approximtely 30,000, or in the surrounding district.

For those reasons the court's finding pursuant to Section 40 of the Act is maintained and its finding pursuant to Section 27(1)(b) is reversed.

Pulp and Paper Industry

Plant employees obtained average rise in wage rates of almost 2 per cent in 1952, although wage rates of a large number of workers were unchanged. Decided shift to 40-hour week occurred in some sections

An average rise in wage rates of almost two per cent was obtained by plant employees in the pulp and paper industry in 1952. The wage rates of a large number of workers, however, remained unchanged. There was a decided shift to a 40-hour week in certain sections of the industry. These trends were indicated in the October 1952, survey by the Department of Labour covering 102 pulp and paper mills across Canada.

Wage Changes

In the 12-month period prior to October 1, 1952, plant employees in the pulp and paper industry benefited by gains in wage rates averaging 1·9 per cent. These were substantially lower than in the previous year when an average rise of 20·4 per cent occurred. The index of wage rates for the industry rose from 248·1 to 252·9 on a base of 1939 as 100.

In developing an index of wage rates for the industry as a whole, four sub-industry indexes were used. Three of these cover production workers in the major manufacturing divisions of the industry, pulp, newsprint and paper other than newsprint, and the fourth, maintenance workers in all three divisions. Modest increases in wage rates were evident in pulp, newsprint and maintenance but no change was shown in the index for paper other than newsprint. The indexes of average wage levels for the industry as a whole and the four separate occupational groups are shown below for 1951 and 1952 in terms of 1939 as 100.

	1951 Index	1952 Index	Per Cent Increase
Pulp and Paper.....	248·1	252·9	1·9
Pulp	275·3	283·0	2·8
Newsprint	224·0	224·7	2·0
Paper other than Newsprint	244·0	244·0	0·0
Maintenance	252·7	259·8	2·8

Employees receiving wage increases were widely dispersed geographically and the amounts obtained varied according to both geographic location and manufacturing division.

In Nova Scotia upward wage adjustments of 4 or 5 cents an hour were most common but one mill raised rates by 9 to 19 cents. No major changes in rates of pay occurred in New Brunswick. In Ontario, an agreement between 12 major pulp and newsprint manufacturing firms and nine AFL-TLC unions provided for increases in wage rates of 4 cents an hour effective May 1, 1952, and an additional 4 cents at November 1 (L.G., Oct. 1952, p. 1300), although only the former are reflected in the wage index. While there were no adjustments in wage rates in the important fine paper mills in Quebec and Ontario during the period covered, an agreement was executed September 30 providing for a reduction of working hours from 48 to 44 on January 1, 1953, with maintenance of take-home pay plus a retroactive increase in rates of 3 cents an hour to the date of the agreement (L.G., April, p. 577). A small number of sulphite and newsprint plants in Quebec granted modest increases. In British Columbia, pulp and paper workers received an upward adjustment in hourly rates of 10 cents an hour, effective July 1, 1952.

On a Canada basis, wage changes for the 27 selected occupations used in this analysis and listed in Table 1 varied within very narrow limits. A drop of 1 cent an hour is indicated for beatermen, backtenders and third hands in mills producing paper other than newsprint.[1] For the remaining occupations, average increases ranged from 2 to 6 cents an hour.

[1]Minor fluctuations in rates, such as the 1-cent decrease noted, can quite easily be caused by shifts in the employment distribution of workers among mills and provinces and can also be the result of slight modifications in coverage and reporting methods.

TABLE I.—CANADA AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PULP AND PAPER INDUSTRY, 1949-52

Occupation	1949	1950	1951	1952
Pulp	$	$	$	$
Wood Handler (1)	·99	1·04	1·25	1·28
Grinderman	1·04	1·10	1·34	1·38
Chipperman	1·02	1·08	1·32	1·35
Acid Maker	1·27	1·34	1·62	1·66
Digester Cook	1·40	1·47	1·76	1·82
Blow Pit Man	1·03	1·10	1·33	1·36
Screenman	1·06	1·12	1·36	1·39
Wet Machine Man	·91	·94	1·13	1·17
Newsprint				
Beaterman	1·02	1·08	1·32	1·35
Machine Tender	2·16	2·24	2·65	2·69
Backtender	1·98	2·05	2·42	2·47
Third Hand	1·62	1·68	2·01	2·05
Fourth Hand	1·28	1·33	1·62	1·65
Fifth Hand	1·19	1·25	1·51	1·54
Machine Oiler	1·13	1·21	1·47	1·50
Roll Finisher	1·04	1·10	1·35	1·37
Paper Other Than Newsprint				
Beaterman	·98	1·05	1·29	1·28
Machine Tender	1·42	1·53	1·77	1·79
Backtender	1·22	1·33	1·58	1·57
Third Hand	1·10	1·18	1·42	1·41
Finisher	·98	1·06	1·23	1·25
Maintenance				
Electrician	1·29	1·38	1·69	1·73
Stationary Fireman	1·12	1·19	1·46	1·51
Labourer	·96	1·02	1·23	1·27
Machinist	1·28	1·37	1·66	1·70
Millwright	1·26	1·36	1·63	1·67
Pipefitter	1·27	1·36	1·66	1·71

(1) Includes Conveyor Man, Sorter, Loader, Cleaner, Stackerman, etc.

Wage Structure

Average wage rates for these same occupations are given in Table 2 on a regional basis. Newfoundland, important for the manufacture of newsprint, has not been shown separately in order to avoid disclosing confidential information, as employment is largely confined to two firms.

Regional variations in wage rates are not as marked as in most industries, with workers in the Maritime Provinces and Quebec, in the majority of cases, averaging a few cents less than the national figures; those in Ontario and British Columbia, a few cents more. The highest rates for individual occupations were paid in British Columbia.

Of eight occupations selected to represent the pulp manufacturing division of the industry, digester cooks were the highest paid in all provinces and wet machine men the lowest, in all provinces but British Columbia.

Wage rates were also analysed for eight occupations in the manufacture of newsprint. Traditionally, this division of the industry has the highest wage structure, because of the greater responsibility involved in operating and maintaining machines which are of greater speed and width than those used for producing other types of paper. Machine tenders and backtenders, the most skilled occupations shown, received the highest rates of pay in all provinces and beatermen, an unskilled job category, had the lowest.

Of the five occupations selected to represent workers directly engaged in producing other types of paper, machine tenders and backtenders were again the highest paid job categories and finishers the lowest. Regionally, rates were similar in the Maritime Provinces and British Columbia and were somewhat higher in these provinces than in Quebec and Ontario.

Wage rate averages for six maintenance jobs were based on reports from firms in all three divisions of the industry. Electricians, machinists, millwrights and pipefitters received similar rates and these were within a few cents of $1.70 an hour on a national basis. Rates for labourers, which form the base of the wage structure in this industry, averaged $1.27 an hour for Canada as a whole and ranged from $1.13 in Nova Scotia to $1.49 in British Columbia.

Hours of Work

A definite trend to the 40-hour week for pulp and paper workers is indicated by information obtained in the October 1952, survey. At that time more than one-third of the workers were in mills operating on a 40-hour schedule, compared with slightly more than 10 per cent a year previously. The following percentage distribution of plant workers according to length of work week in 1951 and 1952 shows that the major change is a result of reductions from 44 and 42 hours to 40 in some mills. All plants reporting a 40-hour week in 1952 were on a 5-day schedule.

Standard Weekly Hours	Percentage of Non-office Employees 1951	1952
40 and less	10·7	35·2
42	7·4	—
44	12.9	3.4
Over 44 and under 48	.4	—
48	66·7	59·8
Over 48	1·9	1·6
	100·0	100·0

TABLE II.—PROVINCIAL AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PULP AND PAPER INDUSTRY, OCTOBER 1952

Occupation	Nova Scotia		New Brunswick		Quebec		Ontario		British Columbia	
	Average Wage Rate	Range of Rates(1)	Average Wage Rate	Range of Rates(1)	Average Wage Rate	Range of Rates(1)	Average Wage Rate	Range of Rates(1)	Average Wage Rate	Range of Rates(1)
	$	$	$	$	$	$	$	$	$	$
Pulp—										
Wood Handler(2)	1.21	.89—1.38	1.24	1.21—1.26	1.24	1.15—1.27	1.33	1.18—1.41	1.51	1.45—1.54
Grinderman	1.01	.95—1.48	1.30	1.10—1.35	1.26	1.00—1.35	1.43	1.34—1.51	1.57	1.50—1.60
Chipperman			1.28	1.25—1.31	1.26	1.19—1.34	1.40	1.27—1.48	1.60	1.52—1.66
Acid Maker			1.62	1.41—1.78	1.58	1.38—1.69	1.67	1.37—1.80	1.79	1.60—1.88
Digester Cook			1.72	1.59—1.86	1.77	1.57—1.91	1.82	1.52—2.04	1.95	1.77—2.09
Blow Pit Man			1.36	1.32—1.42	1.30	1.27—1.37	1.37	1.24—1.47	1.54	1.49—1.64
Screenman			1.35	1.27—1.42	1.31	1.23—1.38	1.43	1.26—1.58	1.61	1.51—1.70
Wet Machine Man	.94	.92— .95	1.15	1.10—1.28	1.10	.90—1.31	1.23	1.00—1.66	1.61	1.52—2.03
			Maritime Provinces(3)							
			Average Wage Rate	Range of Rates						
			$	$						
Newsprint—										
Beaterman			1.35	1.29—1.43	1.28	1.25—1.32	1.41	1.33—1.49	1.50	1.47—1.50
Machine Tender			2.95	2.77—3.20	2.60	2.36—2.82	2.74	2.46—3.04	2.82	2.43—3.16
Backtender			2.71	2.55—2.95	2.38	2.16—2.59	2.51	2.23—2.82	2.63	2.19—2.92
Third Hand			2.23	2.09—2.43	1.98	1.80—2.12	2.11	1.90—2.33	2.14	1.86—2.37
Fourth Hand			1.75	1.64—1.91	1.58	1.49—1.66	1.70	1.58—1.85	1.77	1.62—1.91
Fifth Hand			1.64	1.53—1.77	1.48	1.41—1.54	1.59	1.50—1.70	1.64	1.57—1.72
Machine Oiler			1.53	1.50—1.55	1.45	1.34—1.55	1.56	1.49—1.68	1.57	1.55—1.62
Roll Finisher			1.35	1.31—1.43	1.34	1.28—1.41	1.39	1.34—1.47	1.52	
Paper Other Than Newsprint—										
Beaterman			1.28	1.26—1.32	1.26	1.16—1.32	1.25	1.20—1.35	1.50	1.45—1.58
Machine Tender			2.02	1.91—2.15	1.63	1.32—1.95	1.86	1.60—2.23	2.23	2.06—2.43
Backtender			1.76	1.53—1.94	1.42	1.07—1.74	1.63	1.30—2.02	1.94	1.79—2.15
Third Hand			1.57	1.46—1.70	1.25	.98—1.45	1.48	1.25—1.75	1.72	1.58—1.87
Finisher					1.22	.95—1.40	1.26	1.17—1.38		
Maintenance—										
Electrician	1.75	1.62—1.90	1.68	1.54—1.75	1.62	1.44—1.75	1.81	1.57—1.97	1.91	1.79—1.99
Stationary Fireman			1.51	1.28—1.63	1.39	1.22—1.53	1.61	1.41—1.77	1.62	1.53—1.75
Labourer	1.00	.86—1.33	1.24		1.19	1.12—1.25	1.30	1.14—1.40	1.49	1.45—1.50
Machinist	1.59	1.19—1.85	1.67	1.54—1.75	1.62	1.45—1.77	1.77	1.55—1.96	1.98	1.94—2.05
Millwright			1.64	1.54—1.73	1.58	1.40—1.75	1.78	1.55—1.96	1.91	1.81—1.99
Pipefitter			1.67	1.61—1.75	1.60	1.43—1.75	1.80	1.57—1.96	1.94	1.81—1.99

(1) Ranges include rates for the middle 80 per cent of the workers used in the calculation of the averages.
(2) Includes Conveyor Man, Sorter, Loader, Cleaner, Stackerman, etc.
(3) Rates combined for Nova Scotia and New Brunswick in order to avoid disclosing confidential information.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1953

For the fifth month in a row, the Dominion Bureau of Statistics' consumer price index has dropped. Between March 2 and April 1 it declined 0·2 per cent from 114·8 to 114·6, the lowest level since July 1951.

Food prices were lower, clothing costs unchanged and rents higher.

The declines in food prices continued to dominate the total index. A drop of 0·7 per cent in this series, from 111·6 to 110·9, reflected lower quotations for fresh meats, notably beef, veal and lamb, coupled with losses for potatoes and butter. Eggs, coffee, apples and processed pork prices were firmer.

Changes among other groups were small. The index for other commodities and services moved from 115·2 to 115·0, mainly because of the removal of radio licence fees, which overbalanced advances in health care items.

An advance in the household operation index from 116·7 to 116·9 was due to higher electricity rates. An increase in the rent component of the shelter index was reflected in a 0·2-per-cent change to 122·7. Clothing remained unchanged at 109·7.

The index one year earlier (April 1, 1952) was 116·8; group indexes were: food, 117·2; shelter, 119·4; clothing, 112·5; household operation, 116·8; other commodities and services, 116·6.

Cost-of-Living Index, April 1, 1953

The cost-of-living index (1935-39=100) also dropped during March, from 184·2 at March 2 to 183·9 at April 1. At April 1, 1952, it was 188·7.

Group indexes at April 1 (March 2 figures in parentheses) were: food, 223·5 (225·7); rent, 150·9 (150·7); fuel and light, 155·5 (154·4); clothing, 205·5 (205·5); home furnishings and services, 196·8 (196·3); and miscellaneous, 148·7 (147·9).

Group indexes one year ago (April 1, 1952) were: food, 240·2; rent, 146·3; fuel and light, 152·5; clothing, 210·4; home furnishings and services, 200·5; and miscellaneous, 147·9.

City Cost-of-Living Indexes, March 2, 1953

Cost-of-living indexes for seven of the nine regional cities decreased between February 2 and March 2, 1953. Indexes for Saskatoon and Edmonton advanced slightly.

Among food price changes, decreases occurred for most cuts of beef and fresh pork while increases in egg prices were general. Potato prices were lower in all centres except Edmonton. An advance in the price of bread was reported for Saskatoon.

In the clothing and home furnishings and services groups, price changes were scattered, the movement being mainly up.

Fuel and light indexes remained unchanged in all cities except Vancouver, where a slight advance in coal prices was reported.

Rent indexes moved up fractionally in five cities and remained unchanged in the other four.

In all cities except Edmonton, where higher fares were reported for local transit, the miscellaneous items series showed a sharp drop, the result of decreases in cigarette prices.

Composite city cost-of-living index point changes between February 2 and March 2 were as follows: St. John's, —1·0 to 101·3 (1949=100); Montreal, —0·7 to 189·8; Winnipeg, —0·6 to 176·6; Saint John, —0·4 to 180·4; Vancouver, —0·4 to 187·1; Halifax, —0·3 to 173·6; Toronto, —0·3 to 181·2; Edmonton, +0·6 to 176·3; and Saskatoon, +0·3 to 182·4.

Wholesale Prices, March 1953

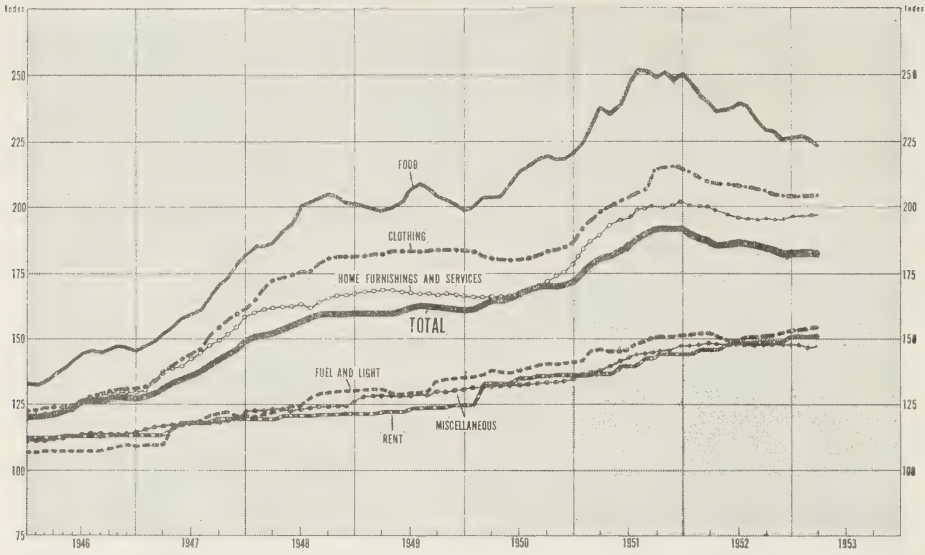
Wholesale prices increased slightly in March. The composite index number advanced from 220·9 to 221·9 between February 14 and March 14, according to the Dominion Bureau of Statistics' monthly report.

The March index this year was down about four per cent from a year earlier.

Five major component groups moved up from February, while one was unchanged and two declined. The index for non-ferrous metals advanced sharply from 168·5 to 174·7, mainly because of firmer prices for copper and its products coupled with lesser advances in lead, silver and tin. A slightly weaker price tone for the Canadian dollar was reflected in a higher quotation for gold. It was also a factor in advancing prices for other exports, notably newsprint.

The wood, wood products and paper index advanced from 289·7 to 290·9, mainly

*See Tables F-1 to F-6 at end of book.



as a result of the newsprint increase as well as changes in white pine, spruce and woodpulp. These outweighed lower quotations for British Columbia fir and cedar.

The vegetable products index rose from 200·9 to 201·5 as firmness for grains, vegetable oils and tea, coffee and cocoa outweighed weakness in potatoes, onions, rubber and livestock feeds.

A gain in fibres, textiles and textile products from 241·1 to 241·6 reflected strength for raw cotton, raw wool and worsted cloth.

An advance in non-metallic minerals was due to increases in brick, imported United States anthracite and sulphur.

In the animal products group, scattered decreases, mainly in livestock except hogs, beef carcass, sausage and butter outweighed advances in fish, hogs, fresh and cured pork and eggs to lower the index from 239·0 to 238·7.

The index for chemicals and allied products declined from 176·7 to 176·5 because of lower quotations for zinc oxide and sodium bichromate, which outweighed advances for certain inorganic chemicals.

Iron and steel products remained unchanged at 221·4.

Canadian farm product prices at terminal markets registered a further decline in March; the composite index receded from 222·6 to 220·8. Lower prices for field products, notably potatoes, were mainly responsible; the index for this series dropped from 182·1 to 177·3. Grains were higher on average. Animal products, on the other hand, increased from 263·1 to 264·3 as a result of increases in eggs, fowl, eastern butterfat and western hogs, which overbalanced lower quotations for other types of livestock and milk sold for cheese manufacture.

Residential building material prices were firmer in March. The composite index advanced from 282·3 to 283·4, recovering most of the drop occurring during the January-February period. Most of the advance was due to higher prices for millwork items coupled with lesser increases for brick and copper wire.

Reversing a three-month downtrend, the United States consumer price index moved up fractionally between mid-February and mid-March. On March 15 the index (1947-1949=100) stood at 113·6, 0·2 per cent higher than a month earlier. The cost-of-living index, on a 1935-39 base, stood at 189·9, 0·3 per cent above the mid-February level.

Strikes and Lockouts

Canada, March, 1953*

Although the time loss from industrial disputes resulting in work stoppages increased slightly during March there was little change from the low figures of the previous two months. Three stoppages caused about 67 per cent of the total idleness. These were: clothing and hosiery factory workers at Montreal, Que.; grain elevator workers at New Westminster and Vancouver, B.C.; and coal miners at New Waterford, N.S.

Wages and related questions were the central issues in 11 of the 21 stoppages in March 1953, causing 48 per cent of the total loss. Of the other disputes, five arose over causes affecting working conditions, four over dismissals or suspensions and one over a union question.

Preliminary figures for March 1953, show 21 strikes and lockouts in existence, involving 5,450 workers, with a time loss of 33,018 man-working days, compared with 19 strikes and lockouts in February 1953, with 3,757 workers involved and a loss of 23,777 days. In March 1952, there were 25 strikes and lockouts, involving 5,186 workers and a loss of 65,272 days.

For the first three months of 1953 preliminary figures show 38 strikes and lockouts, involving 9,108 workers, with a time loss of 87,845 days. In the same period in 1952 there were 41 strikes and lockouts, with 20,645 workers involved and a loss of 184,020 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March 1953, was 0·04 per cent of the estimated working time; 0·03 per cent in February 1953; 0·08 per cent in March 1952; 0·04 per cent for the first three months of 1953; and 0·07 per cent for the first three months of 1952.

Of the 21 strikes and lockouts in existence in March 1953, two were settled in favour of the workers, one in favour of the employer, four were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month seven stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January 1953, was 136 and four were still in progress from the previous month. In all stoppages of work in progress, 24,100 workers were involved and a time loss of 60,000 working days caused.

Of the 136 disputes leading to stoppages of work which began in January, eight, directly involving 1,700 workers, arose over demands for advances in wages and 50, directly involving 5,900 workers, over other wage questions; six, directly involving 900 workers, over questions as to working hours; 14, directly involving 2,100 workers, over questions respecting the employment of particular classes or persons; and 58, directly involving 3,100 workers, were over other questions respecting working arrangements.

For 1952, preliminary figures show a total of 1,718 work stoppages beginning in the year, 416,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,793,000 working days. Comparable figures for 1951 are, 1,719 stoppages, 379,000 workers with a time loss of 1,694,000 days.

United States

Preliminary figures for February 1953, show 350 work stoppages resulting from labour-management disputes beginning in the month in which 120,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,000,000 man-days. Corresponding figures for January 1953, are 350 work stoppages involving 200,000 workers and a time loss of 1,250,000 days.

*See Tables G-1 and G-2 at end of book.

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Canadian Labour Newspapers, Journals Available on Microfilm

Microfilms of Canadian labour journals and newspapers are now available from the Department of Labour Library. Positive film will be supplied at a price of nine cents per foot, delivered.

Persons ordering film may use the coupon printed at the end of the following list of titles available. When ordering, please list the title and place of publication. Cheques should be made payable to the Receiver General.

Any film found defective or unsatisfactory may be returned for replacement or refund.

The Library will appreciate co-operation in locating the source of issues missing from the titles listed below.

The Advocate. Vancouver. Proletarian Publishing Association. No. 2-283, Jan. 25, 1935-June 14, 1940. 3 reels. 128 ft. Supersedes B.C. Worker's News and the People's Advocate. Lacks: Jan. 18, 1935; May 29, Sept. 11, 1936; Nov. 19, 1937.

Alberta Labor News. Edmonton. Alberta Federation of Labor. V. 1, No. 1-V.15, No. 52, Sept. 4, 1920-Aug. 24, 1935. 5 reels. 368 ft. Supersedes Edmonton Free Press.

B.C. District Union News. Vancouver. British Columbia District Union, International Union of Mine, Mill and Smelter Workers. V. 1-V. 7, June 28, 1944-Feb. 11, 1952. 52 ft. Lacks: June 10, 1944; May 1947; Feb.-Apr. 1949.

The British Columbia Labor News. Vancouver. Vancouver Trades and Labor Council. V. 1, No. 1-29, July 29, 1921-May 26, 1922. 8 ft. Absorbed by British Columbia Federationist; later Canadian Labor Advocate. Complete set.

B.C. Lumber Worker. Vancouver. International Woodworkers of America. V. 4-V.19, Apr. 14, 1934-Nov. 15, 1951. 2 reels. 146 ft. Lacks: ?-Mar. 1934; May 1934; Aug. 1934; Dec. 8, 1934; June 30, 1936; Aug. 8, 1936; Dec. 2, 1936; Mar. 10, 1937; Aug. 11, 1937; Sept. 23, 1946; Oct. 21, 1946-Jan. 13, 1947; Feb. ? 1947; May 19-June 16, 1947.

British Columbia Musician. Vancouver. Musician's Union. V. 1-V. 6, May 8, 1923-Sept. 1928. 58 feet. Ceased publication Sept. 1928. Complete set.

Bulletin. Winnipeg. International Association of Machinists. V. 2-V. 8, July 1913-April 1924. 2 reels. 65 ft. Superseded by Machinist Bulletin. Lacks: Sept. 1913; Oct. 1913; Feb. 1914; July 1914; Sept. 1914; Dec. 1914; Feb. 1916.

The Canadian Labor Advocate. Vancouver. Vancouver Trades and Labor Council. 4th yr.-18th yr., Nov. 18, 1911-Apr. 29, 1926. 6 reels. 386 ft. Supersedes The British Columbia Labor News and British Columbia Federationist. Ceased Publication Apr. 29, 1926. Lacks: 1909-Nov. 11, 1911; Oct. 24, 1913; Oct. 2, 1914.

Canadian Labor Herald. Vancouver. Vancouver Council of Canadian Federation of Labour. V. 1-V. 5, Oct. 1937-Apr. 1942. 35 ft. Ceased publication Apr. 1942. Complete set.

Canadian Labor Leader. Sydney, N.S. Endorsed by Sydney Trades and Labor Council. V. 1, No. 1-53, Oct. 26, 1912-Nov. 2, 1918. 30 ft. Supersedes Lunn's Weekly. Ceased publication Nov. 2, 1918. Lacks: 1917; Sept. 14-Sept. 21, 1918.

Canadian Labor Press. Montreal. Allied Trades and Labor Association of Ottawa. V. 1-V. 32, Feb. 15, 1919-Nov. 30, 1950. 5 reels. 355 ft.

The Canadian Labor World. Hamilton. V. 1-12th yr., May 22, 1919-Nov. 26, 1931. 2 reels. 119 ft. Supersedes The New Democracy. Lacks: Dec. 1930-Feb. 1931.

Carpenters Monthly Bulletin. Toronto. Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America. No. 1-58, Aug. 1924-May/Oct. 1932. 20 ft. Supersedes Trade Report . . . Lacks: May/June 1927.

The Citizen. Halifax. McCurdy Printing Co. V. 1-V. 31, May 9, 1919-Oct. 6, 1950. 8 reels. 583 ft. Ceased publication 1950. Lacks: July 16, 1920; Oct. 13, 1922; Apr. 7, 1923; Apr. 2, 1937; Oct. 30, 1942; Feb. 26, 1943; Aug. 6, 1943; Sept. 14, 1945-Dec. 6, 1946; June 13, 1947; June 21, 1947; Dec. 12, 1947; Feb. 21, 1948; Dec. 30, 1949.

The Clarion. Toronto. Clarion Publishing Association. V. 1-V. 17, Mar. 15, 1922-Nov. 11, 1939. 11 reels. 825 ft. Supersedes The Worker and Daily Clarion. Ceased publication Nov. 11, 1939. Lacks: Apr. 3-May 15, 1926.

The Eastern Federationist. New Glasgow, N.S. Pictou County Trades and Labor Council and Federation of Labor. V. 2, No. 1-34, Mar. 8-Oct. 25, 1919. 23 ft. Superseded by the Workers' Weekly. Lacks: 1918-Mar. 1, 1919.

The Eastern Labour News. Moncton, N.B. Percy D. Ayer. V. 1-V. 5, Feb. 6, 1909- Nov. 15, 1913. 90 ft. Ceased publication Nov. 15, 1913. Lacks: June 10, 1911.

Edmonton Free Press. Edmonton. Edmonton Trades and Labor Council. V. 1-V. 2, Apr. 12, 1919-Aug. 21, 1920. 55 ft. Superseded by Alberta Labour News. Complete set.

Federated Railwayman. Montreal. American Federation of Labor, Railway Employees Department. V. 3-V. 16, Jan. 1926-Dec. 1951. 2 reels. 145 ft. Lacks: 1925; Nov. 1947; Nov. 1948; June/July 1951.

The Federationist. Vancouver. C.C.F. V. 4-V. 8, Jan. 25, 1940-Nov. 4, 1943. 75 ft. Lacks: ?-Jan. 18, 1940. Ceased publication Nov. 4, 1943.

The Fisherman. Vancouver. Pacific Coast Fishermen's Union and Salmon Purse Seiners' Union. V. 1-V. 11, Mar. 11, 1937-Dec. 19, 1950. 3 reels. 213 ft. Lacks: Feb. ?, July 3, 1937; Sept.-Dec. 1944.

Ford Facts. Windsor. U.A.W.-C.I.O. V. 2-V. 8, Dec. 3, 1942-Nov. 29, 1951. 60 ft. Ceased publication July 25, 1952. Lacks: V. 1-V. 2, No. 14, 1941-42; V. 2, No. 69, 1944; V. 3, No. 7, 1946; V. 7, No. 16, 1950.

Le Front Ouvrier. Ottawa. Centre Social Ouvrier Inc. V. 1-V. 7, Dec. 2, 1944-Nov. 24, 1951. 8 reels. 558 ft.

The Gazette. Glace Bay, N.S. The Gazette Publishing Co. Sept. 21, 1942-Jan. 15, 1949. 17 reels. 1490 ft. Superseded by The Star. *Lacks 90 issues.

The Industrial Banner. London, Ont. Independent Labor Party of Ontario. V. 5-31st yr., Jan. 1897-Feb. 24, 1922. 4 reels 285 ft. Ceased publication May 1922. Lacks: 1892-Dec. 1896; Nov. 1897; Jan.-Dec. 1898; Feb. 1899; Aug. 1899; Apr. 1900; May 18-June 22, 1900; July 1900; Aug. 10, 1900-May 1901; Sept. 1901; Nov. 1901; Dec. 1901?; Nov.-Dec. 1902; May 1904; Sept. 1904.

*Exact holdings available at the Library.

Justice. Montreal. International Ladies' Garment Workers' Union. V. 1-V. 10, Jan. 1937-Dec. 1951. 2 reels. 40 ft. Lacks: Apr. 1938; Oct. 1942; May-Sept? 1944; Oct.-Nov? 1945.

The Labor Advocate. Toronto. Grip Printing and Publishing Co. V. 1, No. 1-44, Dec. 5, 1890-Oct. 2, 1891. 35 ft. Ceased publication Oct. 2, 1891. Complete set.

Labor Challenge. Toronto. Revolutionary Workers Party. V. 1-V. 7, June 1, 1945-Apr. 1952. 35 ft. Ceased publication Apr. 1952. Lacks: Sept. 1951.

The Labor Digest. Hamilton. Hamilton District Trades and Labor Council. V. 1-V. 8, Dec. 1942-Dec. 1950. 45 ft. Lacks: Apr., Aug. 1948; Oct. 1949; Mar.-Aug., Dec. 1951.

The Labour Leader. Toronto. Labor Leader Publishing Co. V. 1-V. 32, June 27, 1919-Dec. 1951. 5 reels. 414 ft.

Labor Leader. Winnipeg. O.B.U. Movement. V. 1, No. 1-9, Apr. 4-May 30, 1935. 6 ft. Supersedes O.B.U. Bulletin. Superseded by O.B.U. Monthly. Complete set.

The Labor News. Hamilton. Labor News Publishing Co. V. 1-45th yr., Jan. 5, 1912-Dec. 1951. 4 reels. 275 ft. Lacks: 1913; Aug. 20, 1915; Feb. 9, 1917; Dec. 29? 1917; Aug. 1921; 1924; Jan. 1934; Feb. 1935; May, July, Sept., Nov. 1935; July 1940; 1947. Positive: Jan. 29, 1936- Dec. 22, 1945.

Labor Statesman. Vancouver. Vancouver, New Westminster and District Trades and Labor Council. Nos. 1-636, Apr. 25, 1924-Dec. 1951. 4 reels. 335 ft. Lacks: Sept. 18, 1931.

Labor Truth. Vancouver. Vancouver National Labour Council. V. 1-V. 6, May 1934-Nov. 1939. 55 ft.

The Labor World. (Le Monde Ouvrier) Montreal. La Federation du Travail du Quebec. V. 1-36th yr., Mar. 18, 1916-Dec. 1951. 10 reels. 771 ft. Lacks: Sept. 26, 1925; Oct. 2, Nov. 20, Dec. 4, 1943; April 1, May 20, Nov. 4, 1944; Nov. 1946; 1947.

Lunn's Weekly. Truro, N.S. V. 1, No. 42, Oct. 12, 1912. 5 ft. Superseded by Canadian Labor Leader. Lacks: V. 1, Nos. 1-41, 1912.

Machinist Bulletin. Winnipeg. International Association of Machinists. V. 1-V. 3, Aug. 24, 1924-May 1928. 20 ft. Supersedes The Bulletin. Ceased publication May, 1928. Lacks: Dec. 1926; Feb. 1928.

Manitoba Commonwealth. Winnipeg. Winnipeg Trades and Labour Council. V. 1-V. 15, Mar. 6, 1925-Oct. 10, 1941. 4 reels. 355 ft. Supersedes The Weekly News. Lacks: Apr. 9, 1926.

Maritime Labor Herald. Glace Bay, N.S. V. 1-V. 5, Oct. 14, 1921-July 10, 1926, 128 ft. Ceased publication July 10, 1926. Lacks: Oct. 4, 1924; Apr. 3, 1926.

The New Call. Calgary. Calgary Trades and Labour Council. V. 1-V. 8, Mar. 1, 1945-Mar. 26, 1952. 70 ft. Ceased publication on Mar. 26, 1952. Complete set.

One Big Union Bulletin. Winnipeg. Winnipeg Central Labor Council of the O.B.U. V. 1-V. 15, Aug. 12, 1919-May 24, 1934. 6 reels. 480 ft. Superseded by Labor Leader and One Big Union Monthly. Lacks: Dec. 20, 1919; July 7-Aug. 25, 1927.

One Big Union Monthly. Winnipeg. Winnipeg Central Labor Council of the One Big Union. V. 1, No. 1-11, Dec. 1937-Oct. 1938. 18 ft. Supersedes One Big Union Bulletin and Labor Leader. Ceased publication Oct. 1938. Complete set.

The Ontario Timber Worker. Port Arthur. Lumber and Sawmill Workers' Union. V. 1-V. 5, July 4, 1947-May 1951. 25 ft. Superseded by The Woodworker. Complete set.

The Oshaworker. Oshawa. United Automobile, Aircraft and Agricultural Implement Workers of America. V. 3-V. 9, Jan. 17, 1945-Dec. 19, 1951. 45 ft. Lacks: 1942-Jan. 1945; Feb. 1945; Jan. 2, 1946.

The Palladium of Labor. Hamilton. Knights of Labor. Jan. 13, 1883-Dec. 20, 1886. 3 reels. 115 ft. Supersedes The Labor Union. Superseded by Evening Palladium. Ceased publication Dec. 18, 1886. Lacks: Sept. 15, 1883; May 10, 1884; June 28, 1884; Dec. 19, 1885; Jan. 1886; Feb. 13-Mar. 13, 1886.

The people; Labor's Voice for Victory. Vancouver. V. 2-V. 3, Jan. 7, 1943-Sept. 30, 1944. 2 reels. 60 ft. Lacks: 1942; Sept. 16, 1944.

The Postal Tribune. (La Tribune Postale) Montreal. Canadian Postal Employees Association and Federated Association of Letter Carriers. V. 5-V. 19, Apr. 1938-Dec. 1951. 3 reels. 200 ft. Lacks: 1934-Mar. 1938; Feb.-Sept. 1945.

The Printing Workers' Courier. Montreal. Printing Pressmen and Assistants' Union. V. 1-V. 12, June 1939-June 1951. 2 reels. 105 ft.

Searchlight. Montreal. Canadian Seamen's Union. V. 3-V. 13, Jan. 1939-Aug. 4, 1949. 67 ft. Lacks: V. 1-V. 2, 1937-38; V. 5, No. 12, Dec. 1941; V. 8, 1944; V. 11, No. 2, 1947.

The Star. Glace Bay, N.S. V. 1, No. 2-16, Jan. 27-May 5, 1949. 18 ft. Supersedes The Gazette. Ceased publication 1949. Lacks: Jan. 20, Apr. 14, 1949.

Steel Labor. Canadian edition. Indianapolis. United Steelworkers of America. V. 3-V. 16, Dec. 23, 1938-Dec. 1951. 2 reels. 120 ft. Lacks: Apr.-May 1941; May-Nov. 1944.

Steelworker and Miner. Sydney, N.S. M. A. MacKenzie. No. 356-929, Apr. 12, 1941-Oct. 6, 1951. 58 ft. Lacks: ?-Apr. 5, 1941; Sept. 26, 1942; Oct. 31, 1942; May 1, 1943; July 17, 1943; Nov. 10, 1945; Nov. 24, 1945; Jan. 5, 1946; Jan. 19, 1946; Nov. 23, 1946; Sept. 13, 1947; Feb. 19, 1949; Mar. 5-Mar. 12, 1949; Aug. 5, 1950; Feb. 17, 1951.

The Toiler. Toronto. Toronto District Labour Council. V. 2-V. 4, Apr. 4, 1902-Dec. 9, 1904. 38 ft. Superseded by The Tribune. Lacks: ?-Apr. 18, 1902; May 2, 1902; June 13-Dec. 19, 1902; Jan. 2, 1903; Jan. 16, 1903; Mar. 13, 1903; July 24, 1903; Oct. 14-21, 1904.

Trade Report of the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America. Toronto. Sept. 1917-July 1924. 28 ft. Superseded by Carpenters Monthly Bulletin. Complete set.

The Trades Journal. Stellarton, N.S. R. Drummond. V. 1-V. 12, Feb. 4, 1880-Dec. 2, 1891. 4 reels. 167 ft. Ceased publication 1891. Lacks: Jan. 7-Jan. 28, 1880; Mar. 3-Mar. 24, 1880; May 26, 1880; Sept. 1, 1880; Sept. 22, 1880; Nov. 3- Nov. 24, 1880; Dec. 8, 1880; Jan. 12, 1881; Jan. 26, 1881; Feb. 23-Mar. 9, 1881; June 8-June 15, 1881; July 6, 1881; July 27, 1881; Aug. 24, 1881; Sept. 7, 1881; Sept. 21, 1881; Dec. 28, 1881-Jan. 11, 1882; Jan. 25, 1882; Mar. 15, 1882; Apr. 12, 1882; Apr. 26-May 3, 1882; June 14, 1882; July 26-Aug. 2, 1882; July 4, 1883; Aug. 15-Aug. 29, 1883; Nov. 28-Dec. 12, 1883; Apr. 9, 1884; Nov. 26, 1884; Dec. 10, 1884; Dec. 31, 1884; Dec. 9, 1885; Dec. 30, 1885-Jan. 26, 1887; Feb. 16-Mar. 23, 1887; Oct. 31, 1888; Feb. 20-Feb. 27, 1889.

Le Tramway. Montreal. Syndicat des Employes de Tramways de Montreal. V. 1-V. 20, Mar. 26, 1927-Dec. 1946. 3 reels. 152 ft. Lacks: Oct. 1940; Dec. 1941; May-June 1942; Dec. 1943; July-Dec. 1944; July, Nov. 1945; Jan.-Feb., July, Nov. 1946.

Le Travail. Montreal. Confederation des Travailleurs Catholiques du Canada. V. 1-V. 27, Nov. 1924-Dec. 21, 1951. 5 reels. 307 ft. Supersedes La Vie Syndicale and Le Travail et la Vie Syndicale. Lacks: Dec. 1931; Jan. 1932; 1941; Sept. 1942.

Le Travailleur. Quebec City. Quebec Compagnie de Publicite Syndicale, Limitee. 1st yr.-2nd yr., Feb. 16, 1922-Aug. 30, 1923. 2 reels. 43 ft. Complete set.

The Tribune. Toronto District Labor Council. V. 1, No. 1-52, Sept. 9, 1905-Sept. 1, 1906. 2 reels. 38 ft. Supersedes The Toiler.

The Unemployed Worker. Vancouver. Vancouver Unemployed Councils. V. 3-V. 6, Feb. 7, 1931-Oct. 24, 1934. 2 reels. 115 ft. Ceased publication 1934. Lacks: 1927-Jan. 31? 1931; Feb. 14-Mar. 7, 1931; Mar. 21-Mar. 28, 1931; Apr. 11-Apr. 24, 1931; May 16-May 30, 1931; June 13-June 20, 1931; July 4-Sept. 12, 1931; July 1-July 16? 1932; July 18, 1934.

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Labour Statistics

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended February 21, 1953			Week ended January 24, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population	9,980	4,982	4,998	9,984	4,983	5,001
A. Civilian labour force	5,194	4,069	1,125	5,210	4,075	1,135
Persons at work	4,839	3,759	1,080	4,854	3,765	1,089
35 hours or more	4,518	3,572	946	4,533	3,588	945
Less than 35 hours	321	187	134	321	177	144
Usually work 35 hours or more	125	107	18	123	104	19
(a) laid off for part of the week	*	*	*	10	*	*
(b) on short time	33	28	*	35	28	*
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	12	11	*	14	13	*
(f) illness	33	26	*	32	26	*
(g) industrial dispute	*	*	*	*	*	
(h) vacation	*	*	*	*	*	
(i) other	28	25	*	22	20	*
Usually work less than 35 hours	196	80	116	198	73	125
Persons with jobs not at work	176	152	24	169	143	26
Usually work 35 hours or more	171	149	22	162	139	23
(a) laid off for full week	52	48	*	47	41	*
(b) bad weather	*	*	*	*	*	
(c) illness	69	58	11	74	62	12
(d) industrial dispute	*	*	*	*	*	
(e) vacation	21	16	*	18	14	*
(f) other	22	20	*	15	14	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	179	158	21	187	167	20
B. Persons not in the labour force	4,786	913	3,873	4,774	908	3,866
(a) permanently unable or too old to work	192	121	71	190	124	66
(b) keeping house	3,335	*	3,334	3,340	*	3,339
(c) going to school	678	348	330	677	354	323
(d) retired or voluntarily idle	555	426	129	542	414	128
(e) other	26	17	*	25	15	10

[1] Included here are only those who did not work during the entire survey week and were looking for work. For all those who sought work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended February 21, 1953			Week ended January 24, 1953		
	Total	Seeking full-time work	Seeking part-time work	Total	Seeking full-time work	Seeking part-time work
Total looking for work	193	168	25	198	175	23
Without jobs	179	158	21	187	166	21
Under 1 month	45			67		
1—3 months	95			93		
4—6 months	30			17		
7—12 months	*			*		
13—18 months	*			*		
19 and over	*			*		
Worked	14	10	*	11	*	*
1—14 hours	*	*	*	*	*	*
15—34 hours	10	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED FEBRUARY 21, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both sexes	5,194	99	391	1,496	1,848	922	438
Agricultural	772	*	48	192	187	321	23
Non-Agricultural	4,422	98	343	1,304	1,661	601	415
Males	4,069	82	318	1,158	1,428	748	335
Agricultural	753	*	46	190	183	313	20
Non-Agricultural	3,316	81	272	968	1,245	435	315
Females	1,125	17	73	338	420	174	103
Agricultural	19	*	*	*	*	*	*
Non-Agricultural	1,106	17	71	336	416	166	100
All ages	5,194	99	391	1,496	1,848	922	438
14–19 years	480	12	38	177	143	80	30
20–24 years	713	16	51	230	237	130	49
25–44 years	2,425	47	180	701	869	418	210
45–64 years	1,373	21	104	349	516	255	128
65 years and over	203	*	18	39	83	39	21
Persons with Jobs							
All status groups	5,015	93	369	1,434	1,803	902	414
Males	3,911	76	298	1,103	1,389	731	314
Females	1,104	17	71	331	414	171	100
Agricultural	768	*	47	192	186	320	22
Non-Agricultural	4,247	92	322	1,242	1,617	582	392
Paid workers	3,777	73	276	1,096	1,464	518	350
Males	2,777	58	212	797	1,083	366	261
Females	1,000	15	64	299	381	152	89
Persons without Jobs and Seeking Work							
Both sexes	179	*	22	62	45	20	24
Persons not in the Labour Force							
Both sexes	4,786	138	452	1,314	1,586	872	424
Males	913	41	95	229	272	177	99
Females	3,873	97	357	1,085	1,314	695	325

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.	353	3,660	6,701	1,334	1,083	13,131	6,453
1953—Jan.	170	1,098	2,882	934	543	5,627	1,817

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestics	Others	Total Workers
1951—Total	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—Jan	1,164	2,572	2,135	473	501	245	732	112	7,934
1953—Jan	238	393	675	282	443	163	429	41	2,664

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

——	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—December	63	250	52	192	162	26	745
1951—January	62	248	47	188	163	26	734
February	63	250	46	189	161	24	733
March	59	256	46	193	174	25	753
April	59	261	53	198	170	27	768
May	66	265	60	203	176	27	797
June	71	271	65	210	178	27	822
July	70	272	68	211	178	30	829
August	72	275	72	213	179	28	839
September	75	280	74	216	182	28	855
October	80	279	73	217	187	29	865
November	82	279	71	221	190	29	872
December	80	285	64	221	187	28	865
1952—January	78	278	59	213	189	29	846
February	80	283	59	214	194	28	858
March	74	288	62	215	194	29	862
April	63	289	67	219	195	29	862
May	69	290	73	225	199	29	885
June	70	290	79	229	202	30	900
July	71	293	88	231	203	30	916
August	77	303	87	232	199	30	928
September	79	310	89	234	199	31	942
October	82	311	86	236	204	32	951
November	82	316	83	240	208	31	960
December	77	323	77	242	207	32	958
1953—January	70	315	66	246†	203	31	931

*Includes Newfoundland, since 1949. †Includes retroactive wage payment to railway employees.

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C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,382,756.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
1952—Average	184·7	193·4	155·0	181·3	175·0	193·8	176·7	155·7	217·9	191·3
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
Apr. 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	188·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·6	205·4	163·6	186·0	182·1	200·7	183·0	162·4	230·7	206·3
Nov. 1, 1952	192·3	199·8	160·2	177·1	182·8	200·4	182·6	164·2	231·3	205·2
Dec. 1, 1952	192·2	199·0	158·0	180·9	183·1	200·7	183·9	164·7	231·6	200·8
Jan. 1, 1953	187·0	184·4	154·5	178·9	175·6	198·2	177·9	158·5	226·6	190·7
Feb. 1, 1953	182·6	176·4	148·3	169·2	171·6	195·6	173·4	148·7	219·1	181·7
Percentage Distribution of Employees of Reporting Establishments at February 1, 1953	100·0	0·2	3·5	2·5	29·2	43·6	5·2	2·3	4·9	8·6

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
1951—Average	180·2	381·3	211·6	49.61	190·0	427·6	224·9	51.25
1952—Average	184·7	426·1	230·9	54.13	192·3	464·0	246·2	56.11
Jan. 1, 1952	181·0	388·8	215·1	50.42	183·6	417·8	227·4	51.82
Feb. 1, 1952	177·8	402·9	226·9	53.19	185·2	449·9	242·9	55.36
Mar. 1, 1952	178·0	409·0	230·2	53.95	187·3	458·0	244·5	55.73
Apr. 1, 1952	177·9	411·5	231·7	54.32	188·3	467·2	248·1	56.55
May 1, 1952	177·4	410·6	231·8	54.34	188·7	468·4	248·1	56.55
June 1, 1952	182·5	420·2	230·7	54.08	190·9	470·1	246·2	56.10
July 1, 1952	185·5	426·3	230·2	53.96	191·4	470·1	245·5	55.95
Aug. 1, 1952	188·8	433·3	229·9	53.89	194·1	474·6	244·4	55.71
Sept. 1, 1952	190·6	442·7	232·7	54.55	198·5	490·9	247·3	56.36
Oct. 1, 1952	192·6	452·2	235·2	55.12	200·8	503·0	250·5	57.09
Nov. 1, 1952	192·3	455·8	237·4	55.65	199·8	505·7	253·0	57.66
Dec. 1, 1952	192·2	459·5	239·4	56.12	199·6	512·2	256·5	58.46
Jan. 1, 1953	187·0	428·7	229·6	53.81	196·3	473·2	241·0	54.93
Feb. 1, 1953	182·6	441·0	241·9	56.69	197·7	510·0	258·0	58.79

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952
							$	$	$
(a) PROVINCES									
Prince Edward Island	176·4	184·4	183·4	392·4	397·0	336·5	44.28	42.85	36.51
Nova Scotia	148·3	154·5	150·9	339·5	334·8	313·2	49.03	46.43	44.47
New Brunswick	169·2	178·9	186·3	408·8	418·4	415·4	49.13	47.57	45.23
Quebec	171·6	175·6	169·0	438·0	427·0	406·1	54.32	51.75	51.14
Ontario	195·6	198·2	187·6	470·1	447·6	425·4	58.90	55.35	55.59
Manitoba	173·4	177·9	169·1	362·1	363·3	333·4	53.71	52.52	50.68
Saskatchewan	148·7	158·5	142·4	324·5	342·3	291·7	52.85	52.30	49.68
Alberta	219·1	226·6	201·7	494·8	490·9	424·3	57.43	55.10	53.52
British Columbia	181·7	190·7	179·9	429·9	429·2	395·3	61.53	58.50	57.12
CANADA	**182·6**	**187·0**	**177·8**	**441·0**	**428·7**	**402·9**	**56.69**	**53.81**	**53.19**
(b) METROPOLITAN AREAS									
Sydney	112·1	111·9	111·2	301·3	294·9	260·9	60.10	58.90	52.44
Halifax	208·5	223·4	219·1	413·9	410·2	405·8	46.51	43.02	43.40
Saint John	178·6	186·4	204·2	369·4	365·1	392·0	44.31	41.96	41.15
Quebec	159·8	162·6	145·2	395·0	386·7	327·2	46.06	44.30	41.98
Sherbrooke	173·3	173·6	167·1	422·2	379·0	383·5	47.34	42.42	44.55
Three Rivers	154·5	159·4	163·4	413·3	402·0	421·3	53.52	50.46	51.58
Drummondville	176·3	177·0	190·4	485·5	462·4	496·5	52.71	50.01	49.95
Montreal	184·3	185·3	173·2	440·8	420·4	387·2	54.66	51.85	51.10
Ottawa—Hull	188·4	194·6	186·3	414·8	400·8	384·5	50.92	47.62	47.82
Peterborough	193·9	198·1	198·8	546·8	521·8	541·8	59.57	55.63	57.57
Oshawa	293·6	264·4	240·4	847·9	627·7	648·7	68.15	56.04	63.80
Niagara Falls	295·7	289·4	259·9	841·1	747·8	669·6	68.58	62.30	62.09
St. Catharines	242·5	244·5	235·5	655·9	606·3	617·9	66.37	60.84	64.37
Toronto	206·5	210·0	192·4	483·0	464·8	423·2	59.07	55.90	55.56
Hamilton	206·8	207·3	197·0	524·3	493·6	471·7	61.32	57.61	57.97
Brantford	204·9	206·1	206·8	561·6	539·0	563·7	56.92	54.33	56.60
Galt	164·6	167·1	149·3	428·6	399·1	363·0	53.50	49.06	49.88
Kitchener	182·0	181·9	166·7	469·8	436·7	397·8	54.72	50.91	50.69
Sudbury	182·4	184·7	180·2	428·3	426·2	394·2	70.52	69.28	65.86
London	200·2	201·6	183·6	457·3	443·3	389·8	54.06	52.04	50.25
Sarnia	324·9	323·0	291·5	817·7	721·7	680·6	69.72	61.90	64.71
Windsor	231·6	235·8	208·3	550·9	496·4	470·7	66.21	58.61	63.00
Sault Ste. Marie	246·9	249·1	221·7	617·9	617·4	549·7	66.39	65.76	65.91
Ft. William—Pt. Arthur	222·4	228·2	224·5	514·0	511·5	507·5	58.99	57.23	57.48
Winnipeg	175·1	178·9	169·1	364·7	362·8	333·5	50.83	49.49	48.09
Regina	173·6	187·7	158·7	375·6	401·4	329·3	49.20	48.61	47.00
Saskatoon	193·9	201·7	181·6	420·2	434·2	373·7	47.95	47.63	45.67
Edmonton	289·6	299·2	241·9	687·5	656·2	507·7	55.92	51.67	49.36
Calgary	225·4	233·4	212·0	476·2	478·1	418·4	54.42	52.76	51.05
Vancouver	200·5	207·5	193·4	462·2	459·4	419·3	57.80	55.51	54.34
Victoria	223·4	230·4	223·0	522·1	518·2	494·7	56.01	53.90	53.16
(c) INDUSTRIES									
Forestry (chiefly logging)	188·3	205·8	275·9	616·3	688·8	842·6	56.67	57.93	52.87
Mining	121·6	122·6	121·6	288·4	278·9	267·8	68.43	65.68	63.55
Manufacturing	197·7	196·3	185·2	510·0	473·2	449·9	58.79	54.93	55.36
Durable Goods [1]	258·1	255·7	234·7	673·7	619·5	576·1	63.42	58.87	59.62
Non-Durable Goods	158·7	158·0	153·2	392·4	368·2	359·2	53.93	50.83	51.14
Construction	159·7	174·8	157·2	509·7	479·1	454·8	59.99	51.52	54.37
Transportation, storage, communication	176·5	182·2	177·8	370·1	380·5	344·6	59.98	59.74	55.45
Public utility operation	193·8	196·1	185·5	427·5	424·4	383·9	64.96	63.74	61.05
Trade	179·6	195·1	170·4	390·3	415·8	355·9	47.46	46.52	45.61
Finance, insurance and real estate	181·9	181·8	178·4	314·6	313·1	292·9	50.34	50.11	47.75
Service [2]	186·2	187·1	177·3	397·7	389·7	354·5	35.77	34.88	33.41
Industrial composite	182·6	187·0	177·8	441·0	428·7	402·9	56.69	53.81	53.19

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

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TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42.5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1925	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42·6	143·6	61.17	42·2	119·3	50.34
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·8	134·1	56.05	41·9	145·7	61.05	41·7	120·7	50.33

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1953	Jan. 1, 1953	Feb. 1, 1952	Feb. 1, 1953	Jan. 1, 1953	Feb. 1, 1952
Newfoundland	41·0	41·0	42·0	130·9	134·2	126·4
Nova Scotia	41·0	38·5	41·2	118·5	120·0	113·8
New Brunswick	42·4	39·2	44·0	118·4	118·6	112·6
Quebec	43·5	40·0	43·1	120·0	120·6	113·7
Ontario	41·4	37·6	41·1	142·1	141·1	134·6
Manitoba	40·5	38·3	40·7	129·3	131·1	120·2
Saskatchewan	41·1	39·9	40·3	133·2	134·1	126·5
Alberta	39·8	38·4	40·0	136·5	137·7	127·5
British Columbia	38·4	34·9	37·9	164·0	164·0	156·9
Montreal	42·2	38·7	42·0	126·5	126·7	118·3
Toronto	40·9	37·6	40·4	141·9	139·8	133·1
Hamilton	40·0	36·9	39·8	156·1	155·9	146·8
Windsor	40·9	33·2	41·1	161·2	161·5	153·1
Winnipeg	40·4	38·1	40·3	127·8	129·9	118·6
Vancouver	37·9	34·2	37·3	159·8	158·9	153·0

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	42·8	40·6	43·0	153·1	153·4	141·4	65.53	62.28	60.80
Metal mining	44·5	42·2	44·5	153·4	154·6	143·2	68.26	65.24	63.72
Gold	46·6	43·3	46·5	131·4	131·9	127·0	61.23	57.11	59.06
Other metal	43·2	41·4	43·1	168·4	169·6	155·3	72.75	70.21	66.93
Fuels	39·7	38·5	39·3	156·2	155·0	144·8	62.01	59.68	56.91
Coal	38·6	37·3	37·9	153·8	152·3	140·8	59.37	56.81	53.36
Oil and natural gas	44·7	43·5	45·4	165·8	165·0	159·6	74.11	71.78	72.46
Non-metal	42·4	39·0	45·3	144·7	143·5	125·8	61.35	55.97	56.99
Manufacturing	41·8	38·3	41·6	134·1	134·0	127·1	56.05	51.32	52.87
Food and beverages	41·1	39·2	41·4	114·6	116·5	108·3	47.10	45.67	44.84
Meat products	40·1	40·1	40·6	142·9	144·4	136·2	57.30	57.90	55.30
Canned and preserved fruits and vegetables	39·5	33·7	39·9	104·5	101·3	91·3	41.28	34.14	36.43
Grain mill products	41·9	37·6	43·4	123·2	121·2	117·6	51.62	45.57	51.04
Bread and other bakery products	43·8	43·6	44·2	101·5	100·6	96·7	44.46	43.86	42.74
Distilled and malt liquors	39·6	39·7	40·9	139·3	140·7	133·8	55.16	55.86	54.72
Tobacco and tobacco products	40·9	32·5	41·7	115·6	119·7	112·3	47.28	38.90	46.83
Rubber products	41·9	38·3	40·8	143·1	138·6	133·8	59.96	53.08	54.59
Leather products	42·4	36·3	40·1	94·2	95·5	89·8	39.94	34.67	36.01
Boots and shoes (except rubber)	42·3	35·0	40·2	90·7	91·2	86·5	38.37	31.92	34.77
Textile products (except clothing)	43·3	38·8	40·4	107·1	106·7	101·8	46.37	41.40	41.13
Cotton yarn and broad woven goods	41·0	36·8	36·3	109·8	109·8	101·4	45.02	40.41	36.81
Woollen goods	44·8	40·8	43·6	102·3	102·5	98·1	45.83	41.82	42.77
Synthetic textiles and silk	46·4	42·2	44·7	107·8	108·5	105·7	50.02	45.79	47.25
Clothing (textile and fur)	39·8	32·6	37·6	93·6	92·6	90·6	37.25	30.19	34.07
Men's clothing	39·6	32·4	36·7	91·8	91·8	87·6	36.35	29.74	32.15
Women's clothing	37·3	29·2	36·7	98·6	95·9	95·9	36.78	28.00	35.20
Knit goods	41·5	35·0	38·7	94·2	92·1	92·2	39.09	32.24	35.68
*Wood products	42·2	36·7	41·0	120·2	119·4	114·6	50.72	43.82	46.99
Saw and planing mills	41·3	35·5	39·9	130·0	129·5	124·9	53.69	45.97	49.84
Furniture	43·5	38·8	42·2	107·9	106·3	102·3	46.94	41.24	43.17
Other wood products	43·9	38·4	43·7	102·1	101·9	96·1	44.82	39.13	42.00
Paper products	43·9	42·0	45·9	149·1	147·9	140·4	65.45	62.12	64.44
Pulp and paper mills	44·6	43·2	47·3	159·4	157·8	149·4	71.09	68.17	70.67
Other paper products	42·1	38·4	41·6	117·7	115·5	109·9	49.55	44.35	45.72
Printing, publishing and allied industries	39·5	37·8	39·5	153·6	152·1	139·5	60.67	57.49	55.10
*Iron and steel products	41·9	38·3	42·3	150·8	149·5	142·5	63.19	57.26	60.28
Agricultural implements	39·3	37·1	40·0	161·4	160·0	159·5	63.43	59.36	63.80
Fabricated and structural steel	42·2	35·3	43·9	157·5	153·7	145·8	66.47	54.26	64.01
Hardware and tools	43·2	40·2	42·8	135·5	132·7	127·8	58.54	53.35	54.70
Heating and cooking appliances	42·5	37·1	40·4	131·0	130·6	122·1	55.68	48.45	49.33
Iron castings	43·0	36·3	42·4	148·1	145·5	138·0	63.68	53.82	58.51
Machinery manufacturing	43·3	40·1	43·8	142·1	140·6	134·4	61.53	56.38	58.87
Primary iron and steel	40·6	39·7	42·1	169·1	168·0	156·7	68.65	66.70	65.97
Sheet metal products	41·0	35·8	40·8	140·2	138·7	132·2	57.48	49.65	53.94
*Transportation equipment	41·8	38·4	41·6	155·4	153·2	143·1	64.96	58.83	59.53
Aircraft and parts	45·4	43·5	43·7	157·4	153·9	143·4	71.46	66.95	62.67
Motor vehicles	41·6	31·7	42·1	165·8	163·6	155·5	68.97	51.86	65.47
Motor vehicle parts and accessories	41·6	36·6	41·3	154·9	154·1	148·5	64.44	56.40	61.33
Railroad and rolling stock equipment	39·0	39·1	40·1	156·9	154·2	139·2	61.19	60.29	55.82
Shipbuilding and repairing	42·2	39·4	42·5	142·0	142·7	133·7	59.92	56.22	56.82
*Non-ferrous metal products	41·5	40·1	41·8	149·1	150·3	143·4	61.88	60.27	59.94
Aluminum products	42·6	38·9	43·9	140·0	138·8	131·6	59.64	53.99	57.77
Brass and copper products	41·7	39·6	42·6	138·8	138·6	131·8	57.88	54.89	56.15
Smelting and refining	41·3	41·5	41·1	162·5	163·6	157·5	67.11	67.89	64.73
*Electrical apparatus and supplies	41·1	39·1	41·3	141·1	140·6	138·2	57.99	54.97	57.08
Heavy electrical machinery and equipment	41·6	39·7	41·4	157·9	157·5	148·8	65.69	62.53	61.60
*Non-metallic mineral products	44·1	40·6	44·4	133·0	132·7	126·0	58.65	53.88	55.94
Clay products	44·1	41·9	44·5	123·3	123·2	119·0	54.38	51.62	52.96
Glass and glass products	46·4	42·6	46·1	129·7	128·1	121·8	60.18	54.57	56.15
Products of petroleum and coal	40·6	41·9	40·9	177·6	178·2	162·9	72.11	74.67	66.63
Chemical products	42·0	40·8	42·2	136·5	136·0	130·0	57.33	55.49	54.86
Medicinal and pharmaceutical preparations	41·5	39·9	41·4	112·1	108·3	104·8	46.52	43.21	43.39
Acids, alkalis and salts	42·3	40·6	42·7	154·5	161·0	151·2	65.35	65.37	64.56
Miscellaneous manufacturing industries	41·4	38·6	41·2	108·2	107·4	103·1	44.79	41.46	42.48
*Durable goods	41·9	38·5	41·9	145·7	144·5	137·5	61.05	55.63	57.61
Non-durable goods	41·7	38·2	41·2	120·7	121·8	115·7	50.33	46.53	47.67
Construction	42·1	35·1	41·6	139·3	135·8	129·0	58.65	47.67	53.66
Buildings and structures	40·5	33·0	40·8	152·6	150·0	138·8	61.80	49.50	56.63
Highways, bridges and streets	44·6	39·5	43·5	105·7	105·2	102·4	47.14	41.55	44.54
Electric and motor transportation	45·7	44·2	45·6	132·2	133·5	123·0	60.42	59.01	56.09
Service	42·8	41·4	42·6	76·2	76·3	72·0	32.61	31.59	30.67
Hotels and restaurants	44·0	42·7	43·6	75·7	75·9	71·2	33.31	32.41	31.04
Laundries and dry cleaning plants	41·3	39·0	41·2	73·5	73·2	69·5	30.36	28·55	28.63

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average RealWeekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Monthly Average 1952	41·7	129·2	53.88	129·2	116·5	110·9
Week Preceding:						
February 1, 1952	41·6	127·1	52.87	126·8	117·6	107·8
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952	42·5	132·1	56.14	134·5	115·8	116·1
January 1, 1953	42·2*	134·0	56.55*	135·6	115·7	117·2
February 1, 1953(1)	41·8	134·1	56.05	134·4	115·5	116·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38·3 hours, $51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1947	43,010	38,725	81,735	145,906	35,448	181,354
April 1, 1948	20,475	17,800	38,275	150,032	43,767	193,799
April 1, 1949	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953 (1)	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953 (1)	18,544	16,368	34,912	338,500	66,702	405,202

* Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 28, 1953 (1)

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Jan. 31, 1953	Change from Feb. 28, 1952
Agriculture, Fishing, Trapping	**530**	**172**	**702**	**+ 310**	**— 108**
Forestry	**582**	**8**	**590**	**— 595**	**— 1,611**
Mining, Quarrying and Oil Wells	**586**	**41**	**627**	**+ 11**	**— 183**
Metal Mining	328	10	338	+ 20	.....
Fuels	176	20	196	— 29	.....
Non-Metal Mining	7	2	9	— 10	.....
Quarrying, Clay and Sand Pits	2	.....	2	0	.....
Prospecting	73	9	82	+ 30	.....
Manufacturing	**5,856**	**4,006**	**9,862**	**+ 1,118**	**+ 3,289**
Foods and Beverages	429	256	685	+ 268	.....
Tobacco and Tobacco Products	2	43	45	+ 31	.....
Rubber Products	42	27	69	+ 12	.....
Leather Products	121	265	386	— 2	.....
Textile Products (except clothing)	148	206	354	— 23	.....
Clothing (textile and fur)	342	2,185	2,527	— 270	.....
Wood Products	421	63	484	+ 115	.....
Paper Products	184	72	256	+ 122	.....
Printing, Publishing and Allied Industries	150	131	281	+ 88	.....
Iron and Steel Products	882	143	1,025	+ 42	.....
Transportation Equiment	2,121	87	2,208	+ 504	.....
Non-Ferrous Metal Products	229	72	301	+ 157	.....
Electrical Apparatus and Supplies	369	128	497	+ 24	.....
Non-Metallic Mineral Products	80	28	108	— 36	.....
Products of Petroleum and Coal	60	12	72	+ 39	.....
Chemical Products	172	130	302	— 12	.....
Miscellaneous Manufacturing Industries	104	158	262	+ 59	.....
Construction	**1,280**	**70**	**1,350**	**+ 243**	**— 518**
General Contractors	889	54	943	+ 278	.....
Special Trade Contractors	391	16	407	— 35	.....
Transportation, Storage and Communication	**710**	**273**	**983**	**— 66**	.....
Transportation	601	84	685	+ 40	.....
Storage	55	13	68	+ 36	See Footnote (2)
Communication	54	176	230	— 10	
Public Utility Operation	**216**	**33**	**249**	**+ 25**	.....
Trade	**2,324**	**2,130**	**4,454**	**+ 893**	**+ 1,413**
Wholesale	774	562	1,336	+ 203	.....
Retail	1,550	1,568	3,118	+ 690	.....
Finance, Insurance and Real Estate	**805**	**911**	**1,716**	**+ 191**	**+ 414**
Service	**1,907**	**6,263**	**8,170**	**+ 617**	**+ 1,072**
Community or Public Service	236	903	1,139	+ 16	.....
Government Service	778	698	1,476	+ 158	.....
Recreation Service	68	65	133	— 31	.....
Business Service	398	460	858	+ 53	.....
Personal Service	427	4,137	4,564	+ 421	.....
Grand Total	**14,796**	**13,907**	**28,703**	**+ 2,879**	**+ 3,362**

(1) Preliminary—subject to revision.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 26, 1953[1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,511	516	2,027	3,681	965	4,646
Clerical workers	1,663	4,035	5,968	9,271	15,717	24,988
Sales workers	1,424	1,002	2,426	4,472	10,205	14,677
Personal and domestic service workers	584	4,638	5,222	23,966	14,626	38,592
Seamen	29	2	31	6,293	95	6,388
Agriculture and fishing	515	12	527	3,025	1,150	4,175
Skilled and semiskilled workers	6,009	2,693	8,702	142,092	14,144	156,236
Food and kindred products (inc. tobacco)	64	23	87	2,204	1,097	3,301
Textiles, clothing, etc.	249	2,097	2,346	2,385	7,858	10,243
Lumber and wood products	554	3	557	21,432	107	21,539
Pulp, paper (inc. printing)	48	17	65	995	556	1,551
Leather and leather products	66	197	263	1,007	458	1,465
Stone, clay and glass products	20	7	27	548	58	606
Metalworking	1,924	15	1,939	8,855	537	9,392
Electrical	300	29	329	1,225	330	1,555
Transportation equipment	110	2	112	378	75	453
Mining	167	.....	167	2,143	1	2,144
Construction	570	.....	570	51,064	4	51,068
Transportation (except seamen)	504	10	514	22,614	78	22,692
Communications and public utility	32	.....	32	836	16	852
Trade and service	166	200	366	2,186	1,355	3,541
Other skilled and semiskilled	1,109	60	1,169	15,508	1,290	16,798
Foremen	46	8	54	4,033	220	4,253
Apprentices	80	25	105	4,679	104	4,783
Unskilled workers	1,869	901	2,770	138,818	15,163	153,981
Food and tobacco	48	70	118	4,445	5,014	9,459
Lumber and lumber products	199	7	206	9,555	288	9,843
Metalworking	58	25	83	4,632	490	5,122
Construction	278	.....	278	35,806	2	35,808
Other unskilled workers	1,286	799	2,085	84,380	9,369	93,749
Grand Total	**13,604**	**13,799**	**27,403**	**331,618**	**72,065**	**403,683**

(1) Preliminary—subject to revision.
(2)—Current vacancies only. Deferred vacancies excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 2, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**130**	**182**	**127**	**27**	**12,506**	**4,286**	**161**	**113**	**5**	**7**	**14,367**	**14,455**
Corner Brook	64	25	54	13	1,567	643	23	15	.....	.....	1,964	2,144
Grand Falls	.....	18	7	6	804	469	.....	.....	.....	.....	1,071	1,263
St. John's	66	139	66	8	10,135	3,174	138	98	5	7	11,332	11,048
Prince Edward Island	**117**	**267**	**108**	.....	**3,068**	**986**	**296**	**180**	**59**	**14**	**3,187**	**3,032**
Charlottetown	85	175	81	.....	1,936	615	183	128	31	9	1,942	1,869
Summerside	32	92	27	.....	1,132	371	113	52	28	5	1,245	1,163
Nova Scotia	**1,113**	**2,830**	**980**	**5**	**19,764**	**8,633**	**3,200**	**1,666**	**903**	**26**	**20,856**	**20,895**
Amherst	1	171	.....	.....	837	301	182	171	1	5	818	763
Bridgewater	24	46	19	.....	1,092	337	38	7	23	1	1,120	1,140
Halifax	818	1,606	756	2	4,494	3,049	1,792	691	700	3	4,521	3,790
Inverness	.....	7	.....	.....	723	176	6	5	.....	1	799	767
Kentville	55	52	43	1	2,113	575	96	39	8	6	2,303	2,226
Liverpool	12	33	5	.....	437	154	29	4	23	1	467	439
New Glasgow	45	287	39	2	2,616	964	324	218	38	1	2,827	2,616
Springhill	10	18	3	.....	487	540	28	23	.....	.....	477	1,142
Sydney	112	486	74	.....	3,888	1,601	564	415	99	6	4,221	4,313
Truro	33	84	38	.....	870	342	97	58	7	1	835	1,103
Yarmouth—Shelburne	3	40	3	.....	2,207	594	44	35	4	1	2,468	2,596
New Brunswick	**647**	**2,258**	**703**	**28**	**21,887**	**8,747**	**2,267**	**1,300**	**449**	**12**	**23,154**	**24,507**
Bathurst	10	69	14	1	3,234	1,212	69	26	30	.....	3,866	3,814
Campbellton	29	180	26	.....	2,111	848	97	12	58	1	2482	2,664
Edmundston	5	102	13	1	1,437	934	109	52	31	6	1,938	2,273
Fredericton	61	172	78	.....	1,162	720	157	87	36	.....	1,276	1,465
Minto	28	47	21	.....	476	287	88	53	1	.....	456	730
Moncton	200	601	229	15	5,887	1,734	588	279	140	1	5,535	5,624
Newcastle	.....	121	1	4	1,803	723	165	29	74	4	2,023	2,474
Saint John	277	782	299	7	2,680	1,510	779	629	43	.....	2,562	2,346
St. Stephen	5	139	10	.....	2,074	298	155	112	16	.....	1,798	1,603
Sussex	16	26	5	.....	321	116	42	20	6	.....	351	362
Woodstock	16	19	7	.....	702	365	18	1	14	.....	867	1,152
Quebec	**8,974**	**23,031**	**9,019**	**261**	**130,773**	**64,442**	**22,376**	**13,319**	**2,220**	**304**	**144,879**	***153,247**
Asbestos	30	48	30	7	544	257	49	31	.....	3	571	621
Beauharnois	17	43	12	6	753	266	56	38	.....	.....	739	756
Buckingham	21	38	4	1	1,048	380	43	26	6	1	1,185	1,467
Causapscal	6	12	1	.....	1,413	1,190	19	12	.....	5	2,443	3,168

Chandler	1	7			1,889	429	12	7			1,961	1,970
Chicoutimi	164	391	309	43	1,238	1,039	364	123	11	10	1,585	2,104
Dolbeau	36	39	11		968	706	49	35			1,461	2,342
Drummondville	32	156	38		2,450	745	178	95	4	10	2,395	2,319
Farnham	18	33	6		734	207	53	31	13	1	726	813
Gaspe	36	109	13		1,285	539	149	98	14		1,632	1,753
Granby	62	295	67	2	1,462	695	347	254	10	5	1,240	1,358
Hull	79	130	75		2,701	1,080	136	91	8	5	2,823	2,972
Joliette	78	135	51	5	2,425	852	165	95	10	8	2,884	3,277
Jonquiere	11	261	64		1,888	1,068	409	159	37	13	1,922	2,314
Lachute	8	119	20	1	765	230	115	82	9		710	668
La Malbaie	10	81	1		2,033	1,217	83	17	22	1	2,928	3,482
La Tuque	151	129	13	19	719	365	162	127	4	3	732	933
Levis	266	300	200	3	2,691	1,143	270	210	15	14	2,986	3,456
Maniwaki	1	5			346	494	3	1			734	1,474
Matane	5	76	6		1,592	1,252	73	55			2,569	3,363
Megantic	15	177	27		836	417	140	129			980	1,247
Mont-Laurier	14	37	10		477	394	44	9	6		754	1,333
Montmagny	9	124	9		1,152	556	150	105	3	5	1,341	1,976
Montreal	5,223	13,684	6,025	14	42,383	21,803	11,536	7,153	1,418	66	42,726	35,637
New Richmond	27	39	12		1,318	452	56	45	8		1,462	1,653
Port Alfred	4	20	3	3	1,060	420	7	7			1,320	1,661
Quebec	622	1,383	654	15	13,395	5,114	2,016	671	181	10	13,950	14,097
Rimouski	84	122	25	2	2,891	2,213	211	140	11	8	4,490	6,361
Riviere du Loup	81	374	28		3,047	2,130	417	365		1	4,111	5,562
Roberval	33	143	22		557	428	165	52	1	1	801	1,235
Rouyn	54	200	55		1,632	843	219	135	17	20	1,789	2,618
Ste. Agathe	14	65	7	11	758	440	60	46		1	1,025	1,404
Ste. Anne de Bellevue	14	156	25	3	975	320	126	115	3		1,023	855
Ste. Therese	88	187	56	7	1,188	541	179	128	9		1,215	1,141
St. Georges Est	414	322	68		1,742	1,247	395	309	4	9	2,282	3,230
St. Hyacinthe	103	291	88		1,873	709	370	242	51	3	1,948	1,926
St. Jean	86	162	100	6	1,364	642	233	114	2		1,335	1,295
St. Jerome	15	144	25	1	1,384	559	147	91	14	4	1,419	1,305
St. Joseph d'Alma	9	98	41		2,257	940	74	51	3	1	2,773	3,082
Sept Iles	24	239	31	24	820	575	205	183	8		933	1,056
Shawinigan Falls	29	332	41	1	3,332	1,802	442	218	74	9	4,114	4,819
Sherbrooke	190	770	147	3	3,960	2,084	829	485	159	7	4,221	3,719
Sorel	320	266	158	53	1,761	601	242	187			1,881	1,773
Thetford Mines	88	140	76		1,250	570	116	83	3		1,320	1,443
Three Rivers	96	372	104	1	5,883	2,317	555	240	66	32	6,793	6,774
Val d'Or	74	356	90	23	1,427	883	244	138	4	7	1,504	2,003
Valleyfield	41	93	37		1,626	551	166	71		11	1,678	1,631
Victoriaville	138	328	134	1	1,481	737	297	220	12		1,465	1,335
Ontario	**8,698**	**28,804**	**10,768**	**316**	**103,277**	**62,359**	**31,575**	**17,271**	**3,031**	**469**	**102,947**	**96,473**
Arnprior	8	59	6	1	332	134	83	60			347	317
Barrie	67	268	100	2	909	590	284	162	17	3	973	1,046
Belleville	44	198	60		1,108	708	318	129	15		1,343	1,276
Bracebridge	17	182	55		682	356	193	119			771	983
Brampton	21	104	30	5	284	216	105	72	3		322	266
Brantford	50	362	59	7	2,397	1,327	443	275	22	19	2,455	2,527
Brockville	19	100	24	1	332	183	112	79	7	11	296	237
Carleton Place	3	13	3		390	75	16	12			313	295
Chatham	70	272	127		1,614	560	321	150	16		1,435	1,265
Cobourg	6	131	7		501	223	179	122	6		471	453

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 2, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded												
Collingwood	10	132	21	.....	1,035	230	116	113	2	.....	980	882
Cornwall	31	496	58	5	2,513	1,017	561	359	72	30	2,357	2,157
Fort Erie	19	76	30	.....	497	131	76	55	.....	.....	532	402
Fort Frances	10	72	38	14	338	207	41	19	.....	.....	439	594
Fort William	99	544	81	62	1,874	1,130	525	439	19	10	1,975	2,257
Galt	70	240	71	1	630	480	219	148	17	.....	601	483
Gananoque	3	44	7	.....	272	110	51	25	13	.....	247	197
Goderich	38	84	20	3	451	195	94	70	1	.....	459	323
Guelph	89	214	130	7	722	449	244	125	2	.....	690	634
Hamilton	363	1,837	568	.....	8,027	4,752	2,173	1,013	327	.....	7,874	6,776
Hawkesbury	27	17	13	.....	1,072	227	41	11	.....	16	1,111	1,089
Ingersoll	23	95	36	.....	378	180	106	56	15	1	362	404
Kapuskasing	34	106	32	1	391	273	132	74	7	4	460	882
Kenora	3	29	10	.....	481	174	24	17	3	1	564	624
Kingston	134	423	139	.....	1,139	966	542	322	26	6	1,252	1,088
Kirkland Lake	20	126	43	.....	921	416	136	67	15	3	977	1,190
Kitchener—Waterloo	172	514	210	.....	1,177	871	605	348	44	11	1,080	886
Leamington	14	63	22	.....	732	338	67	35	7	.....	635	408
Lindsay	45	72	48	.....	484	143	78	57	.....	.....	380	403
Listowel	16	39	28	.....	329	126	35	11	.....	1	366	324
London	522	1,410	608	.....	2,946	2,853	1,686	776	259	5	2,961	2,396
Midland	42	165	23	.....	1,380	352	189	163	8	.....	1,277	792
Napanee	3	18	2	1	629	146	29	18	.....	1	629	601
New Toronto	59	562	172	7	1,319	1,287	520	329	14	4	1,341	1,239
Niagara Falls	43	335	61	.....	1,234	856	374	257	25	2	1,100	830
North Bay	49	394	38	3	1,250	858	435	209	139	.....	1,288	1,664
Orillia	11	183	17	.....	767	378	262	153	17	.....	814	651
Oshawa	234	1,126	123	.....	2,556	2,408	1,207	1,008	82	.....	2,051	1,985
Ottawa	861	1,463	994	.....	3,644	2,409	1,423	574	296	2	4,058	3,606
Owen Sound	35	212	68	.....	1,548	478	324	139	15	1	1,509	1,112
Parry Sound	1	55	5	.....	425	177	52	50	.....	2	430	408
Pembroke	74	289	71	.....	876	846	335	164	75	1	1,009	1,372
Perth	25	43	28	2	456	147	42	27	5	.....	490	511
Peterborough	33	186	39	1	2,078	918	256	153	1	.....	2,123	1,941
Picton	13	51	10	.....	505	129	66	38	6	.....	515	402
Port Arthur	28	343	47	10	2,472	1,598	414	249	27	87	2,904	4,130
Port Colborne	5	39	9	.....	666	194	60	28	.....	.....	642	588
Prescott	43	189	29	87	477	314	97	82	1	.....	440	324
Renfrew	13	64	14	.....	380	163	84	54	5	.....	326	290
St. Catharines	135	518	139	.....	2,371	1,209	701	358	47	4	2,129	1,678
St. Thomas	33	214	55	1	642	346	286	135	11	.....	646	625

Sarnia	52	192	53	.....	1,510	828	273	152	8	2	1,704	1,563
Sault Ste. Marie	122	318	120	2	1,202	715	431	177	77	1	1,117	1,408
Simcoe	23	116	31	.....	756	345	131	70	5	.....	796	907
Sioux Lookout	4	44	9	6	140	173	31	25	5	.....	236	313
Smiths Falls	12	60	14	.....	407	169	62	43	9	1	431	410
Stratford	75	169	83	.....	743	333	186	69	17	.....	710	598
Sturgeon Falls	41	84	6	.....	803	455	117	80	9	.....	898	1,316
Sudbury	97	382	88	.....	3,000	1,516	401	255	57	1	3,028	3,648
Timmins	57	348	45	10	1,305	901	434	224	70	5	1,506	2,086
Toronto	3,670	8,780	4,426	30	22,746	16,013	9,006	4,420	907	208	22,541	18,512
Trenton	52	104	42	.....	915	534	108	80	.....	.....	835	749
Walkerton	20	70	25	.....	474	251	116	59	.....	6	559	423
Wallaceburg	6	128	12	.....	665	278	157	108	7	.....	613	556
Welland	31	244	25	6	1,477	1,014	334	208	15	7	1,415	1,383
Weston	368	422	326	40	622	585	329	212	.....	10	586	521
Windsor	224	2,414	757	1	5,529	3,139	2,529	1,482	149	3	4,898	3,925
Woodstock	57	158	78	.....	350	257	168	99	7	.....	325	342
Manitoba	**2,003**	**4,766**	**2,007**	**12**	**21,612**	**11,317**	**5,349**	**1,907**	**1,423**	**59**	**22,053**	**18,985**
Brandon	215	347	199	1	1,574	814	279	184	32	1	1,830	1,599
Dauphin	11	78	33	.....	882	302	80	35	16	.....	894	880
Flin Flon	53	126	98	8	177	139	73	45	9	3	142	147
Portage la Prairie	42	98	38	2	985	381	117	60	13	1	1,014	917
The Pas	21	36	30	.....	122	48	30	17	1	4	101	73
Winnipeg	1,661	4,081	1,609	1	17,872	9,633	4,770	1,566	1,352	50	18,072	15,369
Saskatchewan	**962**	**2,616**	**1,511**	**16**	**12,293**	**6,077**	**2,793**	**1,193**	**418**	**27**	**13,223**	**10,449**
Estevan	21	72	32	.....	256	100	104	46	4	1	264	229
Moose Jaw	94	279	166	3	1,327	673	304	145	33	4	1,329	1,156
North Battleford	65	79	68	.....	817	260	72	54	2	.....	904	924
Prince Albert	26	158	40	.....	1,409	584	183	116	22	1	1,532	1,451
Regina	292	915	379	2	2,911	1,621	911	467	194	14	2,852	1,991
Saskatoon	208	867	572	1	3,049	2,110	991	257	136	6	3,811	2,578
Swift Current	64	58	71	1	735	205	63	35	8	.....	713	515
Teachers' Office (Prov. of Saskatchewan)	83	13	36	.....	1	6	4	3	.....	.....	2	8
Weyburn	36	51	51	4	330	99	42	22	2	.....	309	263
Yorkton	73	124	96	5	1,458	419	119	48	17	1	1,507	1,334
Alberta	**2,847**	**6,059**	**3,537**	**184**	**18,650**	**11,102**	**6,312**	**3,034**	**895**	**224**	**18,378**	**16,509**
Blairmore	50	74	69	9	429	106	21	21	.....	.....	427	380
Calgary	674	2,225	849	1	5,397	3,872	2,378	1,108	457	24	5,280	4,641
Drumheller	10	67	15	5	301	285	61	55	.....	.....	486	753
Edmonton	1,702	2,683	2,072	32	8,763	5,072	3,010	1,324	401	185	8,403	7,054
Edson	123	400	150	103	157	384	278	213	.....	.....	170	257
Lethbridge	176	336	237	1	2,368	715	297	191	28	15	2,257	2,109
Medicine Hat	40	133	57	4	674	320	172	79	4	.....	724	734
Red Deer	31	113	58	9	492	326	94	43	5	.....	567	521
Yellowknife	41	28	30	20	69	22	1	.....	.....	.....	64	60

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 2 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**1,405**	**7,029**	**1,690**	**52**	**61,834**	**24,377**	**8,303**	**4,802**	**732**	**36**	**56,597**	**46,650**
Chilliwack	19	141	27	.....	2,368	438	192	101	27	.....	1,962	1,318
Courtenay	31	275	53	4	1,758	556	282	220	6	.....	1,692	1,146
Cranbrook	11	28	11	5	760	265	46	18	1	.....	755	825
Dawson Creek	10	136	8	2	236	178	138	133	.....	.....	244	248
Duncan	15	370	53	7	1,327	413	336	297	2	.....	777	453
Kamloops	15	148	20	1	910	407	143	127	.....	.....	923	887
Kelowna	49	109	34	.....	1,442	350	112	74	33	.....	1,368	1,097
Mission City	3	127	29	.....	1,692	426	131	100	.....	.....	1,350	1,213
Nanaimo	17	154	28	1	2,416	753	156	124	4	8	1,591	1,193
Nelson	15	106	12	2	1,730	332	102	75	16	.....	1,674	1,525
New Westminster	28	388	34	1	6,995	2,941	420	319	55	5	6,630	5,754
Penticton	28	64	19	.....	1,574	254	75	67	5	.....	1,422	1,200
Port Alberni	5	113	7	.....	611	184	120	101	2	2	486	384
Prince George	84	689	85	1	985	1,440	798	652	12	6	988	1,330
Prince Rupert	11	248	33	3	1,550	534	221	192	5	.....	1,534	962
Princeton	9	17	2	.....	391	118	25	23	.....	.....	378	272
Trail	24	173	41	.....	949	396	159	115	.....	.....	903	891
Vancouver	776	2,646	856	9	28,711	11,704	3,638	1,367	387	10	26,653	21,426
Vernon	15	175	18	1	1,709	509	185	157	4	3	1,692	1,373
Victoria	209	827	290	5	3,408	2,020	919	461	173	2	3,224	2,791
Whitehorse	31	95	30	10	312	159	105	79	.....	.....	351	362
Canada	**26,896**	**77,842**	**30,450**	**901**	**405,664**	**202,326**	**82,632**	**44,785**	**10,135**	**1,178**	**419,641**	***405,202**
Males	13,718	46,974	16,346	811	329,507	151,964	49,450	29,326	4,894	1,107	345,191	***338,500**
Females	13,178	30,868	14,104	90	76,157	50,362	33,182	15,459	5,241	71	74,450	***66,702**

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.
* Louiseville is not shown in the list of Local Offices but the figure for "Live Applications" is included in the totals.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (2 months)	346,694	116,583	463,277	69,956	43,687	113,643

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of February 1953		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland	6,726	4,322	182,591	607,068
Prince Edward Island	2,340	733	42,415	127,958
Nova Scotia	14,103	6,685	285,875	882,113
New Brunswick	12,483	5,472	272,811	844,199
Quebec	81,864	40,895	1,980,788	6,143,555
Ontario	66,217	28,571	1,444,607	4,483,847
Manitoba	12,317	5,586	313,435	946,625
Saskatchewan	6,822	3,337	196,618	611,223
Alberta	10,579	6,154	267,053	855,386
British Columbia	36,438	19,752	932,458	3,003,616
Total, Canada, February, 1953	249,889	121,507	5,918,651	18,505,590
Total, Canada, January, 1953	231,331	163,273	5,628,881	17,502,303
Total, Canada, February, 1952	228,121	107,680	5,266,024	14,162,612

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF FEBRUARY 28, 1953

SOURCE: Report on Operation of the Unemployment Insuarnce Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	12,794	2,179	729	1,891	4,246	2,446	1,303
Male	12,375	2,115	703	1,837	4,109	2,381	1,230
Female	419	64	26	54	137	65	73
Prince Edward Island	2,815	291	143	277	923	728	453
Male	2,456	237	124	239	820	658	378
Female	359	54	19	38	103	70	75
Nova Scotia	20,626	3,191	1,630	3,237	5,317	3,715	3,536
Male	18,460	2,922	1,485	2,922	4,735	3,426	2,970
Female	2,166	269	145	315	582	289	566
New Brunswick	22,561	3,448	2,055	3,285	5,343	4,172	4,258
Male	19,699	3,102	1,837	2,892	4,608	3,722	3,538
Female	2,862	346	218	393	735	450	720
Quebec	134,031	25,987	12,642	20,421	30,579	24,752	19,650
Male	114,888	22,909	10,969	17,776	26,447	21,810	14,977
Female	19,143	3,078	1,673	2,645	4,132	2,942	4,673
Ontario	97,873	24,006	7,848	13,410	23,101	14,063	15,445
Male	79,512	20,065	6,315	10,889	18,789	11,944	11,510
Female	18,361	3,941	1,533	2,521	4,312	2,119	3,935
Manitoba	18,909	2,591	1,243	2,281	4,829	3,792	4,173
Male	14,555	1,918	867	1,595	3,657	3,260	3,258
Female	4,354	673	376	686	1,172	532	915
Saskatchewan	10,798	1,261	659	1,341	3,093	2,760	1,684
Male	9,282	1,071	555	1,100	2,622	2,536	1,398
Female	1,516	190	104	241	471	224	286
Alberta	18,990	4,995	1,586	2,778	4,650	2,783	2,198
Male	16,762	4,548	1,403	2,399	4,053	2,572	1,787
Female	2,228	447	183	379	597	211	411
British Columbia	49,104	6,289	3,161	5,834	12,474	10,955	10,391
Male	40,325	5,385	2,572	4,767	10,116	9,448	8,037
Female	8,779	904	589	1,067	2,358	1,507	2,354
TOTAL	388,501	74,238	31,696	54,755	94,555	70,166	63,091
MALE	328,314	64,272	26,830	46,416	79,956	61,757	49,083
FEMALE	60,187	9,966	4,866	8,339	14,599	8,409	14,008

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,220	4,665	555	6,543	3,888	2,655	2,711
Prince Edward Island	949	827	122	1,081	563	518	241
Nova Scotia	8,738	6,680	2,058	10,155	6,745	3,410	2,459
New Brunswick	9,382	7,369	2,013	10,077	5,702	4,375	3,053
Quebec	59,824	44,492	15,332	60,560	39,577	20,983	20,626
Ontario	48,608	34,524	14,084	50,676	35,723	14,953	8,950
Manitoba	7,351	5,764	1,587	7,679	4,599	3,080	1,198
Saskatchewan	4,130	3,545	585	4,338	2,227	2,111	843
Alberta	7,928	5,954	1,974	9,059	5,645	3,414	1,753
British Columbia	19,528	14,077	5,451	21,412	13,002	8,410	4,350
Total Canada, February, 1953	171,658*	127,897	43,761	181,580†	117,671	63,909	46,184
Total Canada, January 1953	223,255	169,172	54,083	234,892	165,488	69,404	56,106
Total Canada, February 1952	140,386	109,702	30,684	150,931	101,374	49,557	37,656

*In addition, revised claims received numbered 24,649. †In addition, 25,024 revised claims were disposed of. Of these, 2,312 were special requests not granted, and 1,329 were appeals by claimants. There were 3,057 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of February, 1953	Month of January, 1953	Month of February, 1952
Claims Disallowed—			
Regular	49,752	53,331	39,282
Supplementary	12,857	15,978	11,535
Claimants Disqualified*—			
Not unemployed	.....	.....	3,489
Disqualification—total	6,731	9,766	.....
6 days or less	4,452	5,181	.....
7 days or more	2,279	4,585	.....
Not capable of and not available for work	2,209	1,949	1,818
Loss of work due to a labour dispute	161	250	317
Refused offer of work and neglected opportunity to work	1,325	953	1,171
Discharged for misconduct	968	809	923
Voluntarily left employment without just cause	6,863	5,870	5,911
Failure to fulfill additional conditions imposed upon certain married women	1,192	1,074	1,176
Other reasons†	2,879	2,635	1,472
Total	84,937	92,615	67,094

* Claimants disqualified February 1953, include 6,399 on revised and 1,772 on supplementary benefit claims.
† These include: claims not made in prescribed mannerp;failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants†
1951—April	3,007,850	2,821,110	186,740
May	2,976,000	2,839,200	136,800
June	2,993,000	2,904,100	88,900
July	3,036,000	2,949,500	86,500
August	3,031,000	2,947,100	83,900
September	3,036,000	2,955,100	80,900
October	3,049,000	2,965,900	83,100
November	3,051,000	2,951,200	99,800
December	3,105,000	2,951,300	153,700
1952—January	3,108,000	2,860,900	247,100‡
February	3,110,000	2,791,500	318,500‡
March	3,096,000	2,779,600	316,400‡
April	3,090,240	2,851,570	238,670
May	3,062,000	2,843,900	218,100
June	3,068,000	2,924,500	143,500
July	3,097,000	2,974,300	122,700
August	3,132,000	3,019,400	112,600
September	3,151,000	3,049,000	102,000
October	3,171,000	3,078,400	92,600
November	3,186,000	3,074,500	111,500
December	3,241,000	3,079,100	161,900
1953—January	3,286,000	3,007,400	278,600

* Revised figures. (Figures previously published were based on a ten per cent sample.)
† Ordinary claimants on the live unemployment register on the last working day of the preceding month.
‡ Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1953

SOURCE: Unemployment Insurance Commission

This table was not available at press time. It will appear in the next issue.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	2,069	990	1,079	968	24,944	55,521
Prince Edward Island	480	395	86	333	9,379	16,907
Nova Scotia	2,869	2,119	752	1,952	57,084	111,677
New Brunswick	3,988	2,790	1,199	2,337	62,185	121,261
Quebec	16,291	11,473	4,830	11,062	321,429	657,525
Ontario	11,243	8,098	3,154	7,955	248,279	531,700
Manitoba	2,510	1,809	704	1,758	59,332	124,210
Saskatchewan	1,624	1,140	486	1,192	31,219	66,533
Alberta	2,387	1,548	842	1,489	37,050	82,457
British Columbia	6,170	4,685	1,497	5,039	144,586	322,739
Total February, 1953	49,631*	35,047	14,629	34,085†	995,487	2,090,530
Total February, 1952	39,251	28,089	12,797	25,819‡	706,090	1,408,445

* There were, in addition, 938 renewal claims in February, 1953, and 870 in February, 1952.
† Includes 500 renewal claims.
‡ Includes 310 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914		79·7	92·2	72·1	75·1	88·3	69·6		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1933		94·4	84·9	98·6	102·5	93·3	98·2		
1939		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	**18·6**	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	**22·6**	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	**34·4**	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	**53·8**	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	**59·8**	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1950									
January	**59·7**	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	**60·3**	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	**62·4**	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	**62·7**	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	**62·7**	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	**64·1**	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	**66·2**	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	**67·2**	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	**68·5**	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	**69·3**	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	**69·3**	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	**69·7**	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	**71·1**	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	**73·8**	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	**78·3**	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	**80·4**	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	**80·6**	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	**82·6**	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	**86·1**	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	**87·4**	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	**88·3**	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	**88·9**	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	**89·7**	191·2	250·2	144·8	150·8	214·6	199·9	144·9	233·0
December	**89·6**	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	**90·0**	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	**89·3**	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	**87·6**	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	**87·2**	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	**85·2**	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	**85·8**	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	**86·5**	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	**86·1**	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	**85·0**	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	**83·5**	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	**83·3**	184·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	**82·7**	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4
1953									
January	**82·9**	184·4	226·2	150·2	153·9	205·3	196·0	148·9	208·6
February	**83·4**	184·9	227·4	150·5	154·3	205·2	191·1	149·0	209·2
March	**82·7**	184·2	225·7	150·7	154·4	205·5	196·3	147·9	208·0
April	82·4	183·9	223·5	150·9	155·5	205·5	196·8	148·7	207·0

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935–39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO APRIL 1953

(1949 = 100·0)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MARCH 1953

(Aug. 1939 = 100·0)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	March 1, 1952	Feb. 2, 1953	March 2, 1953						
St. John's, Nfld. (1)	104·0	102·3	101·3	99·5	106·8	106·8	102·0	101·5	98·5
Halifax	177·8	173·9	173·6	218·0	128·2	154·5	220·5	187·1	138·9
Saint John	187·0	180·8	180·4	219·6	128·2	151·5	227·2	189·5	150·8
Montreal	195·4	190·5	189·8	242·7	152·3	147·8	193·6	202·1	143·2
Toronto	184·4	181·5	181·2	214·5	159·3	178·5	205·6	190·0	146·7
Winnipeg	182·0	177·2	176·6	226·4	136·8	134·0	201·7	198·1	140·1
Saskatoon	185·6	182·1	182·4	235·7	134·4	160·4	215·9	203·1	133·2
Edmonton	181·2	175·7	176·3	230·9	128·1	121·3	213·8	190·5	141·9
Vancouver	192·2	187·5	187·1	233·5	138·0	177·3	216·2	195·4	152·0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1)—St. John's Index on the base, June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	March 1950	March 1951	March 1952	Feb. 1953	March 1953	Price March 1953
Beef, sirloin steak	lb.	120·7	154·8	268·9	346·8	352·8	305·1	297·1	82·2
Beef, round steak	lb.	125·7	167·9	299·5	386·6	397·1	339·1	329·8	77·4
Beef, blade	lb.	132·7	162·3	320·7	436·4	452·4	364·6	356·4	56·8
Beef, stewing, boneless	lb.	136·7	168·3	359·8	497·5	527·6	424·4	416·3	56·3
Lamb, leg roast	lb.	109·9	152·8	267·2	310·6	333·3	285·5	284·8	81·5
Pork, fresh loin, centre cut	lb.	125·3	143·8	224·7	257·6	219·9	253·5	245·7	65·8
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	237·8	306·9	258·5	267·5	264·3	49·7
Bacon, side, fancy, sliced, rind-off	½lb.	132·3	142·5	222·7	217·1	198·3	184·3	189·2	34·7
Lard, pure, package	lb.	151·3	159·6	188·3	283·7	187·6	159·1	162·8	17·7
Shortening, package	lb.	134·7	137·5	213·2	263·8	232·1	202·1	200·7	28·6
Eggs, Grade "A", large, carton	doz.	156·4	181·3	158·8	208·0	165·7	179·8	195·8	61·2
Milk	qt.	111·0	95·4	166·1	175·2	191·7	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	239·6	252·8	266·0	249·5	252·0	68·8
Cheese, plain, mild, ½ lb	pkg.	174·6	165·4	223·7	240·2	263·3	262·5	263·3	34·9
Bread, plain, white, wrapped, sliced	lb.	106·5	106·3	165·1	183·9	191·8	191·8	191·8	12·5
Flour, all purpose	lb.	127·3	124·2	221·2	224·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz	pkg.	101·1	100·0	163·0	177·1	192·1	195·4	195·4	18·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	178·3	206·5	289·2	259·8	257·9	27·2
Peas, 20 oz	tin	117·5	121·7	145·7	152·4	168·0	173·6	174·4	21·9
Corn, Cream, choice, 20 oz	tin	128·3	132·7	172·8	176·6	192·0	186·4	184·5	19·9
Onions, cooking	lb.	108·2	126·5	177·5	122·8	224·7	189·8	207·3	10·7
Potatoes, No. 1. table	10 lbs.	89·9	149·4	154·5	132·0	281·9	233·5	203·7	46·4
Prunes, pkg.	lb.	115·8	120·2	200·0	240·7	245·1	234·7	236·4	27·8
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	129·8	151·3	174·5	166·5	166·5	24·8
Oranges, California	doz.	132·5	154·3	161·9	164·1	143·4	131·4	124·8	34·2
Jam, Strawberry, 16 oz	jar	111·3	115·1	146·1	164·3	167·7	155·3	154·7	26·0
Peaches, 15 oz	tin	101·5	106·1	140·6	150·1	154·7	148·6	147·3	21·8
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	164·8	191·7	199·5	172·6	172·6	10·8
Coffee, medium quality, in bag	lb.	141·6	131·7	258·4	306·9	315·0	308·3	308·0	105·4
Tea, black, 1 lb	pkg.	145·2	131·6	177·2	183·7	187·2	178·2	176·9	51·6

*Descriptions and Units of Sale Apply to March 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	103·8	.....	[a] 68·8	[a] 52·0	63·3	79·4	72·4	[e] 33·8	58·2
P.E.I.—									
2—Charlottetown	85·0	77·8	[a] 60·8	[a] 54·6	49·8	65·8	57·0	31·2	45·6
Nova Scotia—									
3—Halifax	89·7	81·5	[a] 56·6	56·3	55·2	69·7	[c] 51·2	36·8	53·8
4—Sydney	84·7	75·8	[a] 59·2	59·0	54·4	70·4	54·3	35·3	50·4
New Brunswick—									
5—Moncton	82·9	74·8	56·0	50·8	48·2	69·0	51·1	36·4	48·9
6—Saint John	83·3	78·3	[a] 60·2	58·4	53·9	71·1	51·5	37·4	48·1
Quebec—									
7—Chicoutimi	97·0	94·4	63·6	51·6	51·3	58·2	51·2	35·7	47·8
8—Hull	75·3	74·6	54·0	54·7	46·1	62·2	47·7	31·5	49·8
9—Montreal	93·5	88·3	[a] 55·6	56·9	46·8	65·9	50·6	33·4	55·6
10—Quebec	93·5	90·3	[a] 48·4	47·1	49·3	55·9	45·5	30·0	50·7
11—Sherbrooke	85·4	81·3	[a] 58·2	57·0	44·5	59·1	49·9	32·1	45·0
12—Sorel	88·7	82·2	[a] 57·4	50·1	51·9	60·9	48·5	32·9	55·0
13—Three Rivers	95·9	85·1	49·6	48·1	44·1	61·1	47·9	34·3	57·4
Ontario—									
14—Brantford	76·0	73·3	58·0	55·1	48·2	66·3	44·8	36·0	48·4
15—Cornwall	74·0	73·9	50·3	53·6	40·9	62·4	50·0	32·6	51·1
16—Fort William	80·8	77·8	[a] 59·8	[a] 59·4	53·4	65·4	.....	34·9	59·0
17—Hamilton	81·4	77·1	56·8	57·1	47·9	69·0	43·8	36·1	51·3
18—Kirkland Lake	77·8	75·3	[a] 57·2	53·2	50·2	65·2	[d] 54·2	35·8	55·3
19—London	77·8	76·2	54·1	54·7	48·2	66·8	42·3	34·8	53·3
20—North Bay	70·8	72·5	[a] 54·0	51·1	47·3	65·3	42·3	34·3	51·5
21—Oshawa	75·2	75·3	53·6	53·8	47·6	65·4	39·8	34·5	47·5
22—Ottawa	78·8	75·0	55·3	56·9	43·6	68·0	[d] 48·0	34·9	50·0
23—Sault Ste. Marie	79·6	78·1	[a] 57·4	61·1	52·4	67·0	51·9	33·8	53·0
24—Sudbury	74·2	73·2	[a] 54·3	52·4	44·3	63·3	[d] 53·8	31·3	48·3
25—Toronto	83·2	79·2	58·3	58·7	47·4	67·2	40·2	35·2	48·2
26—Windsor	74·8	71·1	[a] 53·9	58·5	47·5	65·7	[d] 48·8	35·1	55·3
Manitoba—									
27—Winnipeg	79·6	73·8	54·9	53·9	48·7	63·1	[d] 52·6	35·6	50·9
Saskatchewan—									
28—Regina	78·9	74·7	[a] 57·2	58·2	48·6	63·6	51·0	35·1	53·1
29—Saskatoon	77·2	74·3	[a] 52·7	60·4	47·7	61·3	[d] 51·4	35·3	49·6
Alberta—									
30—Calgary	80·3	75·3	67·0	58·9	44·3	64·2	[d] 53·2	35·5	53·1
31—Edmonton	74·9	70·9	[a] 52·6	56·4	48·3	58·8	45·8	36·3	46·4
British Columbia—									
32—Prince Rupert	89·0	84·5	60·0	66·5	56·0	72·0	58·5	39·8	65·0
33—Trail	93·6	89·4	[a] 70·4	69·8	.....	74·0	64·7	39·7	62·3
34—Vancouver	91·8	82·4	63·8	62·2	54·7	73·5	[d] 58·5	37·5	55·1
35—Victoria	95·8	87·3	65·6	66·6	60·8	71·7	54·5	38·1	56·5

FOODS AND COAL BY CITIES, MARCH, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
St. John's	.....	8·6	12·0	20·8	11·8	61·6	79·0 f	32·0 h	79·9
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·1	11·1	52·8	61·4 g	17·0	70·4
Nova Scotia—									
3—Halifax	74·2	8·2	12·8	18·4	9·6	50·1	66·8 g	20·5	72·3
4—Sydney	72·4	8·4	14·0	19·2	10·9	49·8	68·5 g	22·0	74·8
New Brunswick—									
5—Moncton	.....	8·2	12·0	18·3	10·5	50·0	65·9 g	20·0	70·4
6—Saint John	75·3	8·1	12·7	18·7	10·1	48·9	69·1 g	21·0	71·5
Quebec—									
7—Chicoutimi	100·0	8·2	15·2	19·3	10·9	54·0	65·3 g	20·0	65·8
8—Hull	.....	7·3	12·0	17·3	10·3	47·0	62·3	22·0	66·3
9—Montreal	83·0	7·5	12·0	17·4	9·4	49·6	64·4	20·0	67·6
10—Quebec	86·0	7·3	12·0	18·2	9·9	50·8	63·6	20·0	67·3
11—Sherbrooke	85·4	7·7	12·4	17·8	9·6	48·8	64·6 g	20·0	66·1
12—Sorel	88·5	7·4	12·0	17·7	9·9	46·8	59·8 g	19·0	66·7
13—Three Rivers	78·3	7·4	11·3	17·4	10·5	49·8	65·0 g	19·0	65·7
Ontario—									
14—Brantford	81·8	7·8	12·0	17·4	9·9	45·2	59·2	21·0	68·0
15—Cornwall	.....	7·3	12·0	18·0	10·2	47·6	60·9 g	19·0	68·6
16—Fort William	.....	7·2	13·3	18·8	11·4	54·0	58·0 g	23·0	67·1
17—Hamilton	88·3	7·9	12·0	17·5	10·2	46·5	61·9 g	22·0	68·7
18—Kirkland Lake	84·3	8·0	11·3	18·9	11·2	51·0	62·8	25·0	71·4
19—London	88·7	7·5	12·0	17·4	10·2	46·5	57·8 g	21·0	68·3
20—North Bay	81·0	7·8	12·7	19·5	11·3	50·0	63·0 g	22·0	68·8
21—Oshawa	.....	7·6	12·0	17·1	10·0	46·8	61·7	21·0	67·7
22—Ottawa	81·8	7·6	12·0	17·7	10·4	49·3	62·5	21·8	67·9
23—Sault Ste. Marie	.....	7·9	13·3	19·0	11·2	48·8	65·8	23·0	70·6
24—Sudbury	78·0	8·1	12·7	18·3	11·0	48·5	62·6	23·0	69·7
25—Toronto	85·3	7·6	12·0	17·3	10·0	45·5	60·2 g	22·0	68·2
26—Windsor	81·3	7·7	12·0	17·8	10·7	47·7	61·4 g	22·0	69·0
Manitoba—									
27—Winnipeg	80·1	7·1	14·0	17·8	12·8	66·5 t	55·7 g	20·0	65·6
Saskatchewan—									
28—Regina	73·8	7·2	12·8	18·8	13·0	65·1 t	51·7	20·0	65·0
29—Saskatoon	.....	7·1	12·8	17·6	14·0	61·8 t	51·0 g	20·0	66·0
Alberta—									
30—Calgary	84·0	7·3	12·8	18·1	12·2	59·8 t	54·8 g	21·0	66·9
31—Edmonton	74·2	7·2	12·0	17·7	12·1	62·4 t	51·4 g	20·0	68·7
British Columbia—									
32—Prince Rupert	92·0	8·1	15·0	19·0	11·3	62·7 t	61·1 g	31·0	70·8
33—Trail	93·2	7·6	16·0	18·4	12·2	64·4 t	60·0	25·0	68·7
34—Vancouver	82·2	7·3	14·9	17·8	10·0	58·1 t	58·6 g	21·8	69·6
35—Victoria	90·2	7·6	14·9	17·9	10·4	58·8 t	63·8 g	24·0	70·0

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—							s				
1—St. John's	36·1	34·0	.....	33·2	.....	16·3	50·1	32·6	25·1	24·3	45·6
P.E.I.—											
2—Charlottetown	37·3	.....	19·5	29·8	28·2	18·1	20·8	29·0	22·4	22·0	35·1
Nova Scotia—											
3—Halifax	35·5	39·7	19·4	28·2	24·9	16·7	22·4	28·0	23·2	21·2	36·6
4—Sydney	36·8	36·6	18·3	28·6	26·4	17·5	23·1	29·1	22·8	21·9	36·9
New Brunswick—											
5—Moncton	34·7	39·1	19·8	28·6	26·2	15·6	22·3	28·4	22·6	19·6	38·1
6—Saint John	36·5	39·4	20·1	28·5	26·3	16·6	21·2	27·5	23·2	20·1	36·0
Quebec—											
7—Chicoutimi	36·9	.....	19·1	34·3	27·6	18·4	.....	27·0	22·3	20·7	36·0
8—Hull	33·3	.....	17·0	28·6	26·2	15·4	21·0	24·3	19·9	17·5	30·3
9—Montreal	34·7	.....	17·6	28·2	26·3	16·0	20·7	23·1	21·1	20·1	32·7
10—Quebec	34·8	.....	19·5	28·5	26·6	16·3	20·4	25·4	21·7	18·7	33·0
11—Sherbrooke	34·8	.....	17·7	30·0	24·4	15·9	20·9	23·6	21·7	20·6	35·4
12—Sorel	32·7	.....	17·7	29·0	26·4	15·9	22·6	25·3	18·8	18·7	37·5
13—Three Rivers	34·4	.....	18·0	28·4	26·1	17·6	.....	24·5	21·5	20·7	33·6
Ontario—											
14—Brantford	33·6	39·2	17·8	27·9	24·4	16·2	21·3	26·5	20·6	18·2	29·7
15—Cornwall	34·5	38·9	18·3	28·1	25·6	15·8	20·2	25·1	19·5	19·5	31·8
16—Fort William	36·2	40·1	15·8	28·2	25·4	17·2	21·1	28·0	21·9	19·6	36·6
17—Hamilton	34·6	39·6	18·3	28·1	25·1	16·1	19·2	25·2	20·9	17·5	33·0
18—Kirkland Lake	35·4	39·0	18·7	29·2	26·8	18·1	22·6	26·2	.....	20·5	35·4
19—London	33·3	39·0	19·0	25·9	26·8	16·2	19·9	25·2	21·2	17·6	30·0
20—North Bay	35·8	38·7	18·5	28·4	31·8	15·8	.....	26·2	23·6	19·5	33·0
21—Oshawa	32·8	39·6	18·4	26·5	23·3	15·4	20·0	26·5	20·5	17·6	32·4
22—Ottawa	34·5	39·4	18·4	28·1	26·0	15·8	21·3	24·7	22·0	18·2	31·2
23—Sault Ste. Marie	35·7	38·5	18·6	28·7	26·7	16·8	.....	26·9	21·1	18·8	32·1
24—Sudbury	34·4	37·8	18·7	27·5	26·1	16·6	.....	26·8	21·6	18·8	32·4
25—Toronto	33·2	39·3	18·0	27·0	23·7	15·5	20·3	25·3	20·6	17·3	29·4
26—Windsor	35·1	39·5	18·6	28·2	25·8	16·2	21·0	24·6	.....	17·7	32·4
Manitoba—											
27—Winnipeg	35·1	40·8	15·3	28·5	25·1	16·8	22·4	28·1	21·9	19·5	37·5
Saskatchewan—											
28—Regina	36·1	40·7	15·4	30·5	24·9	18·0	24·5	31·1	22·6	22·0	36·3
29—Saskatoon	34·8	40·9	14·6	28·4	25·0	18·1	23·6	30·2	23·4	21·9	39·6
Alberta—											
30—Calgary	33·6	40·1	13·3	29·8	24·9	17·1	25·6	32·0	21·6	23·1	34·2
31—Edmonton	35·5	41·3	14·1	30·3	24·7	17·9	23·8	30·9	22·5	22·9	36·9
British Columbia—									m	m	
32—Prince Rupert	37·3	40·0	15·4	31·3	26·8	19·6	24·2	33·3	20·9	20·4	37·2
									m	m	
33—Trail	36·0	39·3	16·6	32·7	25·7	19·5	26·0	33·2	20·9	21·6	35·4
									m	m	
34—Vancouver	35·8	40·1	16·4	26·9	24·1	16·6	23·8	29·7	19·6	18·6	33·6
									m	m	
35—Victoria	36·1	39·1	17·9	28·1	23·0	16·7	21·5	29·7	19·2	18·3	29·

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, MARCH, 1953

Bureau of Statistics

	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. John's	.....	61·5	11·7	33·7	26·3 k	61·6 w	124·9 v	.....	23.04
P.E.I.—									
2—Charlottetown	23·7	33·6	11·0	27·0	26·9 n	46·5	115·5 v	.....	17.50
Nova Scotia—									
3—Halifax	21·3	41·5	10·2	26·9	24·8 n	46·1	111·9	.....	19.31
4—Sydney	25·6	39·7	9·5	29·3	26·4 n	46·7	117·8 v	.....	13.60
New Brunswick—									
5—Moncton	21·9	42·2	10·5	26·1	25·1 n	46·8	108·6	.....	18.75
6—Saint John	21·8	38·2	10·6	27·7	26·9 n	47·6	113.7 v	.....	20.60
Quebec—									
7—Chicoutimi	18·9	47·8	13·8	28·2	28·0 n	56·1	112·3 v	30.00	.....
8—Hull	19·0	39·8	11·2	26·8	24·4	52·3	110·8	28.50	.....
9—Montreal	18·0	39·6	10·9	28·5	24·9 n	53·7	106·0	29.36	.....
10—Quebec	17·8	38·3	11·5	27·2	25·8 n	55·1	109·9	28.88	.....
11—Sherbrooke	17·9	39·1	11·0	28·7	24·5 n	55·0	108·3	28.25	.....
12—Sorel	17·9	46·7	12·1	26·7	22·6 n	52·6	109·0	26.75	.....
13—Three Rivers	18·3	41·5	10·5	27·9	24·3	54·2	108·6 v	27.80	.....
Ontario—									
14—Brantford	18·6	47·6	9·6	29·1	23·4 n	51·9	101·5	27.50	.....
15—Cornwall	19·1	42·5	10·2	27·2	23·7	52·3	107·1	29.75	.....
16—Fort William	20·3	62·9	10·9	25·3	25·2 n	51·1	103·6	26.32	.....
17—Hamilton	19·2	44·6	10·3	29·0	23·2	53·6	103·5	26.56	.....
18—Kirkland Lake	19·8	56·4	12·2	28·8	27·0	55·2	99·8	33.38	.....
19—London	19·1	43·1	9·3	28·1	22·5	50·3	103·2	26.75	.....
20—North Bay	20·3	48·3	9·8	.....	23·0 n	53·7	113·6	29.75	.....
21—Oshawa	19·3	41·3	9·3	26·6	23·0 n	54·7	102·2	27.75	.....
22—Ottawa	19·1	41·4	11·3	28·4	25·7 n	52·6	104·4	28.50	.....
23—Sault Ste. Marie	19·8	53·1	10·2	28·4	24·2	55·0	103·6	25.50	.....
24—Sudbury	19·2	48·6	11·7	25·3	25·3 n	52·5	101·4	29.75	.....
25—Toronto	18·8	43·6	9·5	27·7	24·4 n	52·1	101·2	25.12	.....
26—Windsor	19·1	44·6	9·2	30·1	24·6 n	52·0	104·4	26.00	.....
Manitoba—									
27—Winnipeg	19·7	49·4	11·8	28·0	26·2 n	48·1	100·2	.....	20.95
Saskatchewan—									
28—Regina	22·4	43·7	12·3	25·9	27·6	50·2	102·1	.....	18.30
29—Saskatoon	22·3	53·6	13·4	27·5	26·8	46·5	97·9	.....	17.71
Alberta—									
30—Calgary	23·7	48·2	11·7	27·0	25·2 n	48·6	99·0	.....	.....
31—Edmonton	23·2	50·0	12·5	28·7	25·5 n	49·8	104·1	.....	8·25
British Columbia—									
32—Prince Rupert	25·5	64·3	11·0	27·6	26·9	50·6	100·2	.....	22.90
33—Trail	25·0	51·8	11·1	27·2	26·4 n	51·0	98·0	.....	19.50
34—Vancouver	20·3	56·2	10·2	25·5	23·5 n	48·1	96·7	.....	20.48
35—Victoria	21·1	56·3	11·6	27·2	24·3	47·8	100·8	.....	22.00

carton and loose. (h) Evaporated milk 17·0¢. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 (e)	June-Aug. 1939	1938	1936-39 =1000	1stquarter 1949=1000
	(a)	(b)		(b)	(l)				(c)			(d)	
1922	120·4	119·7	.....	(i)183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	(i)172	185	.....	.....	.....	162	125	106·3	(f)	.....
1929	121·7	122·5	.....	(i)164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	(i)140	151	(q)	.....	(k)	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	(i)158	178	108	.....	107·5	138	(m) 103	99·9	1029	748
1940	105·6	100·2	100·7	(i)184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(i)199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	(n)125·7	199·1	(i)201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	(n)128·6	213·5	(i)203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	(n)139·5	266·7	(i)203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	(n)159·6	300·3	(i)203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	(n)171·9	318·9	(j)108	(p) 99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	(n)170·2	336·0	(j)111	(p) 100	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	(n)171·9	356·2	(j)114	(p) 101	1945	4849	177·7	(e)159·1	293	159·3	1669	1066
1951	184·5	185·6	401·0	(j)124	(p) 109	(s)130·1	5320	207·5	(e)166·7	319	171·0	1906	1183
1952 January	191·5	189·1	440·4	(j)132	.....	145·9	5399	217·7	170·5	331	181·6	.....	.....
February	190·8	187·9	444·9	(o)100·1	114	148·5	5459	218·5	170·8	329	181·9	.....	.....
March	189·1	188·0	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	188·7	188·7	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	186·7	189·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	187·3	189·6	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	188·0	190·8	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	187·6	191·1	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	186·5 (s) 116·1	190·8	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	185·0 (s) 116·0	190·9	.....	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	184·8 (s) 116·1	191·1	.....	103·8	123	144·4	(k) 5633	224·2	171·2	298	191·4	.....	.....
December	184·2 (s) 115·8	190·7	.....	104·5	.....	145·4	5612	224·3	171·0	.....	190·6	.....	1294
1953 January	184·4 (s) 115·7*	(t)113·9	.....	104·4	.....	145·6	.....	.....	169·9	.....	189·5	.....	.....
February	184·9 (s) 115·5*	(t)113·4	.....	.....	.....	146·0	.....	.....	.....	.....	188·9	.....	.....
March	184·2 (s) 114·8	.....	.....	.....	.....	145·2	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-50 are on base 1938 = 100. (s) New series on base 1949 = 100. (t) New series on base 1947-49 = 100. *Corrected

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)
SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Feb. 1952	Jan. 1953	Feb. 1953
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	211·2	240·2	232·6	221·5	220·9
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	202·0	218·6	218·2	202·0	200·9
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	251·3	297·7	264·8	239·3	239·0
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	246·7	295·9	260·4	240·3	241·1
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	258·3	295·5	294·1	289·8A	289·7
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	183·6	208·7	218·1	221·5	221·4
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	159·5	180·6	179·7	169·6	168·5
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	164·8	169·8	174·2	175·3	174·9
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	157·8	187·3	187·3	177·0	176·7
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	212·8	237·9	227·8	209·4	207·9
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	211·0	242·4	236·2	229·0	228·8
*General Building Materials	76·2	125·9	112·6	89·1	102·0	249·9	289·8	289·6	289·3	288·1
Residential Building Materials			112·4	89·0	102·3	242·7	286·2	287·9	283·7	282·3
Canadian Farm Products Total			140·8	69·3	92·6	236·7	268·6	259·6	226·4R	222·6
Field			137·2	69·3	83·7	191·9	200·4	221·9	186·4R	182·1
Animal			144·4	69·2	101·5	281·4	336·9	297·3	266·4	263·1

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for are subject to revision.
A Revised. R Revised to incorporate additional payments made for wheat and barley for crop year 1952–53.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	13	21	4,524	5,450	33,018	0·04
Cumulative totals	38		9,108		87,845	0·04
1952						
January	13‡	13	5,374‡	5,374	71,145	0·09
February	12	22	12,394	13,048	47,603	0·06
March	16	25	2,877	5,186	65,272	0·08
Cumulative totals	41		20,645		184,020	0·07

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1953				
MINING—				
Copper refiners, Montreal, P.Q.	1	200	3,000	Commenced July 14, 1952; for a union agreement; terminated by March 20; replacement and return of workers; in favour of employer.
Coal miners, loaders New Waterford, N.S.	1	30	30	Commenced February 26; protesting low pressure on conveyor belt followed by suspension of loaders; terminated March 3; reference to umpire; in favour of workers, all reinstated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Clothing and hosiery factory workers, Montreal, P.Q.	2	290	6,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; unterminated.
Metal Products—				
Jewellery factory workers, Vancouver, B.C.	5	41	900	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; unterminated.
Machinists and moulders, Vancouver, B.C.	1	59	1,000	Commenced February 23; for a new agreement providing for increased wages and payment of one-half premium for medical service plan following reference to conciliation board; terminated March 24; negotiations; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Fort William, Ont.	1	9	100	Commenced December 17, 1952; for a new agreement providing for increased wages retroactive to April 1, 1952; unterminated.
TRANSPORTATION AND PUBLIC UTILITIES—				
Miscellaneous—				
Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	6,000	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; unterminated.
SERVICE—				
Business and Personal—				
Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; unterminated.
Strikes and Lockouts Commencing During March, 1953				
MINING—				
Coal miners, New Waterford, N.S.	3	2,633	10,000	Commenced March 23; protesting suspension of 13 miners for refusal to transfer from regular working place; terminated March 27; return of workers pending reference to umpire; indefinite.
MANUFACTURING—				
Rubber and Its Products—				
Tire builders, etc., Hamilton, Ont.	1	[3] 350	650	Commenced March 5; protesting piece-work rate on new tire machines; terminated March 6; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1953—Concluded				
Animal Foods—				
Packinghouse workers, Stratford, Ont.	1	39	740	Commenced March 6; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week with guaranteed 36-hour week following reference to conciliation board; unterminated.
Textiles, Clothing, etc.—				
Textile factory workers, Kitchener, Ont.	1	125	450	Commenced March 16; alleged violation of seniority in lay-off of worker; terminated March 20; return of workers pending negotiations; indefinite.
Metal Products—				
Electrical apparatus factory workers, Guelph, Ont.	1	42	130	Commenced March 13; protesting dismissal of president of union for alleged intimidation; terminated March 18; return of workers pending reference to arbitration; indefinite.
Steel mill workers, Sault Ste. Marie, Ont.	1	[4] 100	600	Commenced March 15; protesting institution of third shift in rail mill; terminated March 20; return of workers pending further negotiations; indefinite.
Aluminum ware factory workers, Wallaceburg, Ont.	1	96	670	Commenced March 23; for a new agreement providing for increased wages, extension of relief period for moulders and hospital and accident insurance plan; unterminated.
Boiler factory workers, Napanee, Ont.	1	45	20	Commenced March 25; for a union agreement providing for increased wages, pay for statutory holidays and seniority following reference to conciliation board; terminated March 25; negotiations; in favour of workers.
CONSTRUCTION—				
Buildings and Structures		[5]		
Building trades workers, Kimberley and Waneta, B.C.	2	1,000	2,100	Commenced March 4; dispute over interpretation of contract clause *re* travel time and fares; terminated March 12; conciliation; compromise.
Building trades workers, Hamilton, Ont.	1	17	17	Commenced March 16; protesting employment of part-time hoisting engineer; terminated March 16; return of workers; indefinite.
Carpenters, Comox, B.C.	1	30	30	Commenced March 20; protesting lay-off of 11 workers because of material shortages and for settlement of other grievances; terminated March 20; negotiations; indefinite.
TRANSPORTATION—				
Other Local and Highway Transport—				
Bus drivers, Timmins, Ont.	1	13	13	Commenced March 5; for increased wages; terminated March 6; negotiations; compromise.
TRADE—				
Dairy workers and route salesmen, Niagara Falls, Ont.	1	34	68	Commenced March 20; for a new agreement providing for increased wages following reference to conciliation board; terminated March 21; negotiations; compromise.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 375 indirectly affected; [4] 300 indirectly affected; [5] 190 indirectly affected.

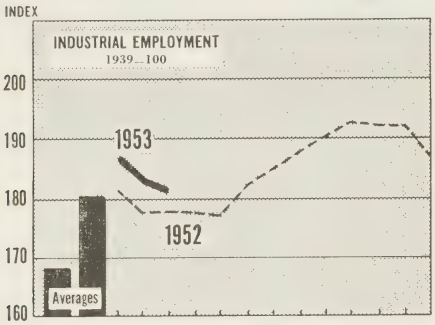
TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1952, BY GROUPS OF INDUSTRIES AND CAUSES

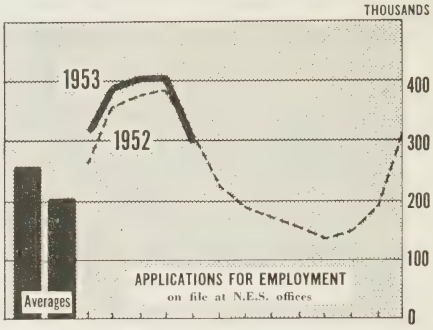
Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	....	....	....	1	....	....	....	....	1
Struck by	11	37	....	11	12	15	1	21	1	....	....	....	109
(a) Tools, machinery, cranes, etc.	....	2	....	2	4	2	1	5	....	....	....	....	16
(b) Moving vehicles	4	1	....	3	1	7	....	14	1	....	....	....	31
(c) Other objects	7	34	....	6	7	6	....	2	....	....	....	....	62
Caught In, On or Between, Machinery, Vehicles, Etc.	1	1	....	2	4	3	....	3	....	....	....	....	14
Collisions, Derailments, Wrecks, Etc.	8	5	3	2	10	11	1	29	3	....	7	....	79
Falls and Slips	3	3	1	5	12	30	4	12	3	....	3	....	76
(a) Falls on Same level	2	....	....	....	....	3	....	1	2	....	....	....	8
(b) Falls to different levels	1	3	1	5	12	27	4	11	1	....	3	....	68
Conflagrations, Temperature Extremes and Explosions	1	....	1	5	6	1	1	....	1	....	....	....	16
Inhalation, Absorptions, Asphyxiation, Etc.	....	....	....	6	5	....	....	....	1	....	1	....	13
Electric Current	2	....	....	....	2	3	7	4	....	....	....	....	18
Over-exertion and Industrial Diseases	....	3	....	2	1	2	....	1	2	....	7	....	18
Miscellaneous Accidents	....	....	....	....	....	....	....	....	....	....	....	....	....
Total, Fourth Quarter—1952	26	49	5	33	52	65	14	71	11	....	18	....	344
Total, Fourth Quarter—1951	33	55	6	46	66	73	3	58	15	1	32	....	388

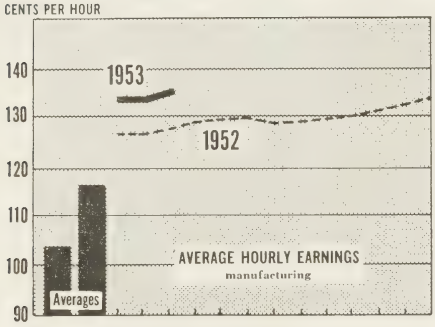
TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1952

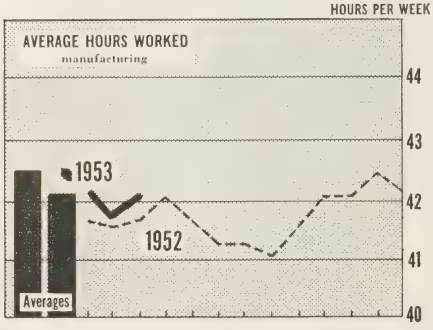
Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	....	1	....	....	1	15	3	1	4	1	....	26
Logging	....	....	1	1	13	8	....	....	2	24	....	49
Fishing and Trapping	2	....	....	....	....	1	1	....	....	1	....	5
Mining and Quarrying	1	....	3	....	5	8	1	1	6	8	....	33
Manufacturing	2	....	1	....	14	24	2	1	2	6	....	52
Construction	2	1	....	2	15	22	3	1	8	11	....	65
Electricity, Gas, Water Production and Supply	....	....	....	....	3	4	....	1	3	3	....	14
Transportation, Storage and Communications	1	1	3	2	11	19	6	2	8	18	....	71
Trade	....	....	....	....	....	7	....	1	1	2	....	11
Finance	....	....	....	....	....	....	....	....	....	....	....	....
Service	1	....	....	....	4	6	1	....	....	6	....	18
Unclassified	....	....	....	....	....	....	....	....	....	....	....	....
Total	9	3	8	5	66	114	17	8	34	80	....	344

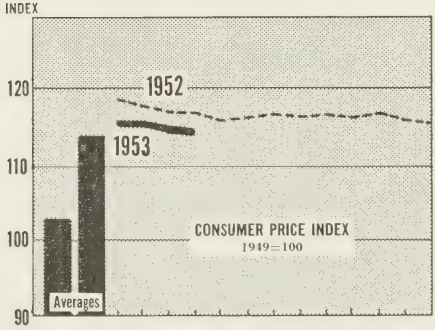
CURRENT LABOUR TRENDS

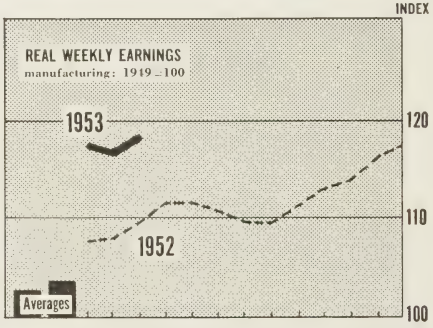


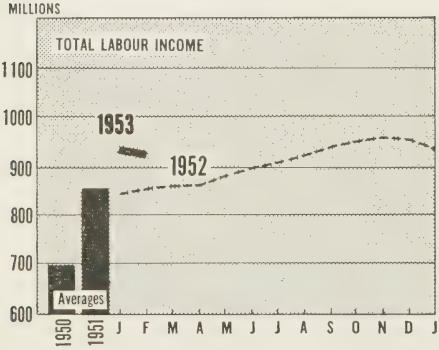


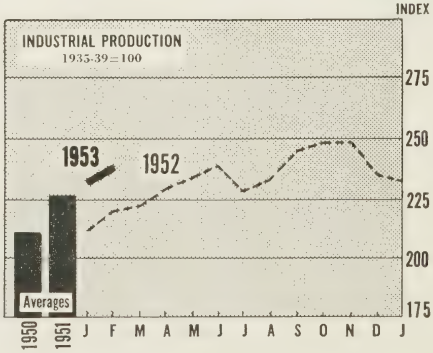












JUNE 15, 1953

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

RAPID expansion of agricultural and construction activity in most regions again dominated the Canadian manpower picture during May. Sizeable increases in employment also occurred in other seasonal activities such as fishing and resource exploration, while in most manufacturing industries, employment continued to increase to meet the demands of consumers, defence work and general resource development. Activity in the trade and service industries was likewise expanding as employers hired staff to meet the continuing high levels of retail sales and the opening of the tourist season.

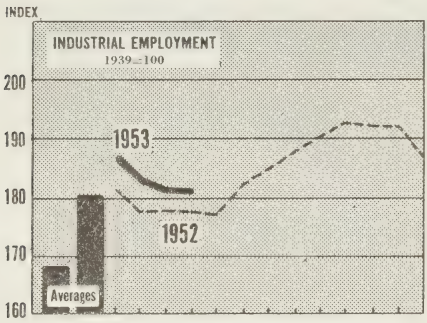
These gains in economic activity are reflected in changes in supply and demand of labour. During the month, a sharp increase occurred in the size of the civilian labour force, accompanied by an increase in full-time employment. As might be expected, labour surpluses rapidly disappeared. By the first of June only about 21 per cent of all paid workers were in areas classified as labour surplus areas, compared with 44 per cent at the beginning of May and 25 per cent in June of last year. The number of areas with either labour shortages or large surpluses was significantly lower than at the same time last year. In most areas, labour demand and supply were in approximate balance.

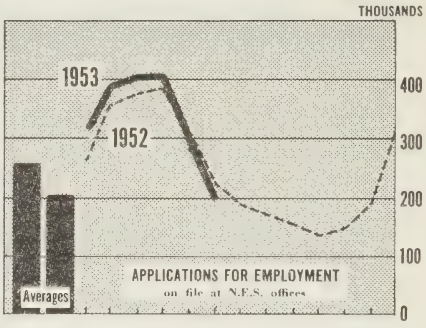
The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that for the week ending May 16, 1953, there were 5,321,000 persons in the civilian labour force, an increase of 80,000 from the week ending April 18. Of this total, 4,720,000 were at work for 35 hours or more during the week, an increase of 75,000 from April 18; 388,000 were at work for fewer than 35 hours, an increase of 92,000; 99,000 had jobs but were not at work, a decrease of 46,000; and 114,000 were without jobs and seeking work, a decrease of 51,000.

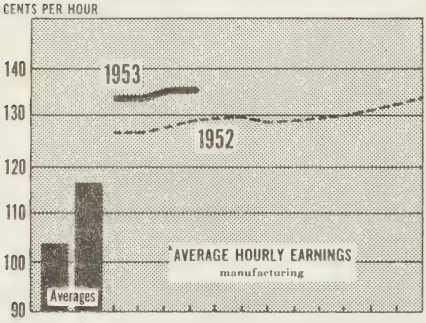
Of the 388,000 working fewer than 35 hours during the week, about 211,000 were reported as usually working part time. Of the remaining 177,000, about 25,000 were employed on a short-time basis, the same number as in the previous month, and about 20,000 were away because of bad weather. The most noticeable changes were in the number on

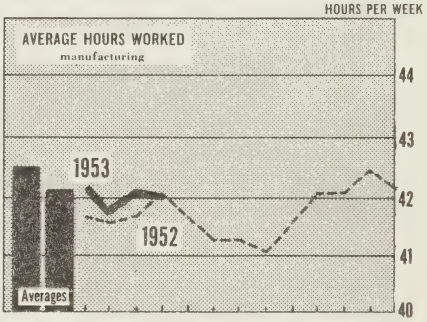
A Monthly *Labour Gazette* Feature

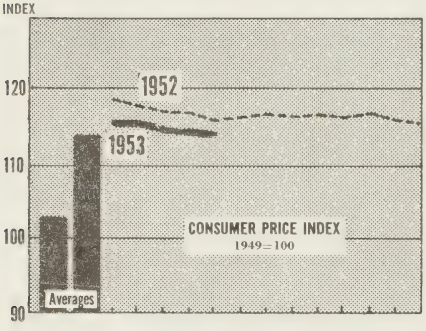
CURRENT LABOUR TRENDS

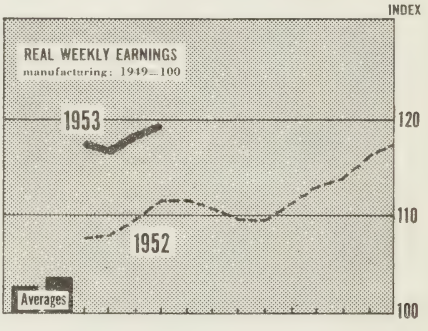


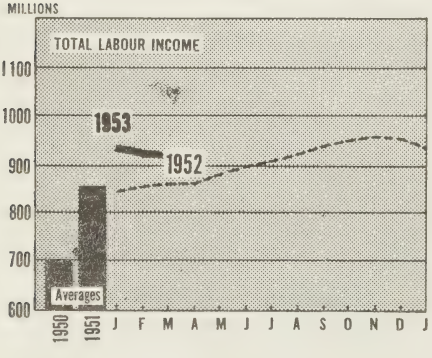


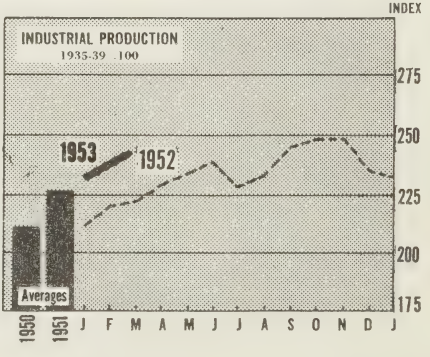












vacations, which accounted for 24,000 persons, and in the 73,000 included in the miscellaneous category as a result of the observance of Ascension Thursday on May 14.

Of the 99,000 who had jobs but did not work at all during the survey week, illness (54,000) was the most important reason for their absence from work. Another 11,000 persons were laid off for the full week, a decrease of 16,000 from April 18, and 20,000 were away because of vacations.

It was estimated that 114,000 persons were without jobs and seeking work during the survey week. Another 10,000 worked during the survey week but were also actively seeking other work, making a total of 124,000 persons actively seeking work during the week ending May 16, 1953. This is a drop of about 52,000 or 30 per cent from the previous month.

Supplementary information with respect to regional patterns is available from data on registrations for employment collected at local National Employment Service Offices. Between April 16 and May 14, applications on file decreased by 130,000 to a total of 242,003, a drop of about 35 per cent from the previous month.

The largest decline during the month occurred in Quebec, where the decrease of 50,600 was sufficient to bring the total for May 14 (92,118) slightly below last year's level. In the Atlantic region, there was a drop of 21,200 from the previous month, but the latest total (38,409) was still moderately above last year's.

The Ontario region recorded a drop in applications of 25,300 from April 16 to May 14. The total at May 14 (53,297) was about 20,100 below the figure recorded a year earlier. A decline of 20,000 occurred over the month in the Prairie region but the latest total (28,601) was still moderately higher than last year. In the Pacific region, there was a decline of 13,400, bringing the total (29,578) to about the same figure last year.

The durable goods industries continued to set the pace in manufacturing, with significant gains over last year. The transportation equipment industries group increased employment by about 2.5 per cent during March, bringing employment at the April 1 to levels more than 18 per cent higher than at the same time in 1952. Similar gains were apparent in the case of electrical apparatus, where April employment levels were more than 15 per cent higher than last spring.

Expanding construction activity in most regions was stimulating activity in manufacturing. Employment in the non-metallic mineral products industry, for example, was 6 per cent higher at April 1 than a year earlier. In construction itself, 52,626 dwelling units were under construction at April 30, nearly 35 per cent more than last year.

In the trade and service industry, employment at April 1 was nearly 5 per cent higher than in 1952, reflecting much higher (8 per cent) year-to-year levels of retail trade. Employment gains in this sector, while not nearly as large as the much higher percentage gains noted above, are still important in view of the much larger numbers of persons employed in these tertiary industries.

Labour–Management Relations

SIGNIFICANT developments occurred during late May and early June in labour-management negotiations that have been in progress in important parts of Canadian industry over the past few months. Settlements were reached in various parts of the country in construction, shipping, communications and some of the manufacturing industries. Conciliation board reports were published for the coal-mining industry, both in eastern and western Canada.

Negotiations so far this year have been accompanied by strike activity well below the average for the post-war years. For the first five months of 1953, preliminary figures show 69 strikes and lockouts involving 14,600 workers, with a time loss of 153,000 days. In the post-war period, the average number of strikes for the first five months of the year has been 82, the average number of workers involved 34,000, and the average time loss 545,650 days. None of the strikes in 1953 has involved a large number of workers over an extended period of time.

Wage Changes in Selected Collective Agreements*

(Bargained during first five months of 1953)

Amount of Increase per Hour	Number of Agreements	Number of Workers Covered
No change	10	2,900
0–4.9 cents	13	24,600
5–9.9 cents	28	29,400
10–14.9 cents	22	9,000
15–19.9 cents	8	6,300
20–24.9 cents	3	100
25 cents and over	3	1,500
Total	87	74,800

* For purpose of analysis, the Economics and Research Branch maintains a selected sample of 1,000 of the approximately 6,000 agreements in Canada. The above table is based on 87 agreements from this sample, bargained during the first five months of 1953 and forwarded to the Branch.

Wage Changes. Some figures on the trend in wage increases currently being achieved are given in the accompanying table. Based on a sample of agreements signed since January 1, the table shows that about 70 per cent of the workers covered received increases of less than 10 cents an hour. Most of the agreements providing 10 cents or more applied to comparatively small groups of workers, the principal exception being a number of settlements in the railway industry reached early in the year.

More than a quarter of the agreements provide for a reduction in weekly hours of work. Most also provide for various improvements in "fringe" benefits.

Current Negotiations. Collective agreements have now been signed in a number of urban centres for the construction industry. Wage increases so far this year are largely within the range of five to ten cents an hour, although a few exceed ten cents. Among recent settlements, Montreal building trades workers received an arbitration award of five cents an hour with a further five cents next November. Vancouver construction workers settled for a 7-cent increase for journeymen and a 5-cent increase for labourers. At the time of writing, negotiations were still in conciliation at Toronto for all building trades except painters and labourers, who have already

accepted an immediate 5-cent increase, to be followed by a similar increase of five cents on October 1, 1953.

Two conciliation board reports have been made public, dealing with disputes between Nova Scotia and western Canada coal operators and their workers, represented in each case by the United Mine Workers of America. Both reports recommended no wage increases. A majority report affecting about 7,000 coal miners in southern Alberta and British Columbia rejected any wage increase but recommended an increase of five cents to the operators' present contribution to the Miners' Welfare Fund of 15 cents per ton of coal mined, and also other fringe benefits such as free lamps and washing facilities. An agreement was reached following this conciliation report, which, however, was rejected in a vote by the union members. It is reported that the annual vacation clause in the proposed agreement was the main reason for rejection. At present, the workers receive two weeks' annual vacation with full straight-time pay, while the proposed agreement provides two weeks' vacation with pay at the rate of four per cent of annual earnings. Union members in the province of Alberta were to vote shortly in a provincially supervised plebiscite on the acceptance or rejection of the agreement.

The conciliation board dealing with the dispute between District 26 of the United Mine Workers and the Dominion Steel and Coal Corporation in Nova Scotia recommended, in a majority report, that the union waive its demand for wage increases and other benefits for the 10,000 workers it represents and that the company drop its list of counter-demands. In an effort to reduce absenteeism, the board chairman proposed, in a separate statement, the establishment of a bonus plan based on the number of days worked in a year.

The Bell Telephone Company of Canada recently negotiated contracts with the Canadian Telephone Employees' Association and the Traffic Employees' Association. These agreements, covering 25,000 employees in various centres in Ontario and Quebec, provide for wage increases of from $1.50 to $2.50 a week for skilled workers and from $4.00 to $13.00 a month for office workers.

A threatened strike of approximately 700 British Columbia coastal seamen was averted when their union, the Seafarers' International Union (AFL-TLC), and the operators, Canadian National Railways, Canadian Pacific Railway Company and Union Steamships, Ltd., agreed on the terms of a new contract. At the suggestion of the Federal Department of Labour, negotiations were resumed, resulting in a settlement which includes a $30 monthly increase, as recommended earlier by a conciliation board. The increase was made retroactive to June 1, 1952. Negotiations between the same union and certain shipping companies on the Great Lakes and the East Coast are still in conciliation. In these disputes, the union demands are for a $50-a-month increase.

In northern Ontario and Quebec, negotiations and conciliation board proceedings continued between the United Steelworkers of America (CIO-CCL) and several large gold and base-metal mines.

At Sudbury, Ont., the International Union of Mine, Mill and Smelter Workers (independent) and the International Nickel Company of Canada tentatively agreed to a new contract providing a 5-cent an hour increase, a gain in process allowances for contract miners of from $1.00 to $1.60 a shift, an additional week of holidays after 15 years' service and certain other benefits. The membership voted on these proposals late in May but by mid-June the result of the voting had not yet been announced. Negotiations between the same union and the Consolidated Mining and Smelting Company at Trail and Kimberly, B.C., were still in progress.

In urban transportation, the British Columbia Electric Company and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC) reached an agreement providing for a 7½-cent hourly wage increase for 3,000 transit workers at Vancouver, New Westminster and Victoria. Arbitration board hearings are in progress in the dispute between the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and other Transport Workers (CCL).

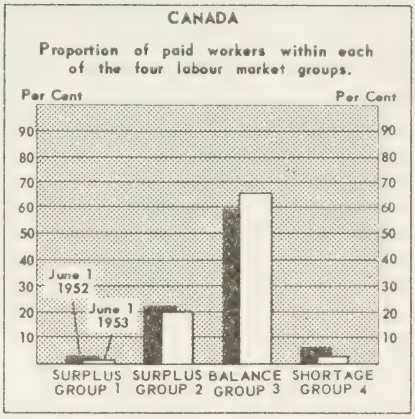
A settlement was reported between the Canadian General Electric Company and the United Electrical, Radio and Machine Workers of America (independent) covering 7,000 employees at Toronto and Peterborough. The new one-year contract provides for a wage increase of six cents an hour for men and seven cents for women, both retroactive to April 27. Effective next January, the work week at Peterborough will be reduced from 43 to 40 hours with a 5-per-cent wage increase to maintain take-home pay. Improvements in welfare and pension plans are also reported to be included in the master agreement.

Recent developments in collective bargaining in the automobile industry in the United States were echoed in Canada early in June when the Ford Motor Company of Canada agreed to make certain changes in its contract with the United Automobile Workers (CIO-CCL) although the two-year agreement was not due to expire until February, 1954. (see page 809). The three largest U.S. automobile manufacturers agreed to open their contract to provide increases in wages and in pension benefits. At the Ford Motor Company of Canada, the following changes in the contract, applying to 11,000 workers in the Windsor area, were agreed upon: an across-the-board increase of two cents an hour; incorporation of 11 cents from the 16-cent cost-of-living bonus into wage rates; an increase in the annual improvement factor from three cents to four cents; and extension of hospital and surgical benefits to pensioners.

Two agreements covering groups of 200 or more office workers were signed recently, one at the Montreal Locomotive Works, where the office workers are represented by the United Steelworkers of America (CIO-CCL), and the other at the Cockshutt Plow Company at Brantford, where the workers are represented by the United Automobile Workers (CIO-CCL). At Montreal, an 8.2-per-cent general increase was made in salaries and at Brantford, the amounts ranged upwards from $9.75 a month. Both agreements included improvements in hospitalization or sick-leave plans.

Manpower Situation in Local Areas

AN unusually rapid rate of employment increase during May resulted in the elimination of labour surpluses in more than half the areas that had been in the surplus categories at the beginning of the month. By the first of June the number of Group 1 surplus areas had decreased to 3 from 25 a month earlier; Group 2 surplus areas, from 42 to 28. A corresponding increase took place in the tighter labour supply categories. The number of balanced labour markets rose from 47 to 80 and labour shortage areas increased from one to four.



Examination of the over-all current employment situation reveals a greater degree of balance between the supply and demand for labour than last year. The table below shows, for example, that at the beginning of June there were 12 more areas in the balanced and Group 2 surplus categories combined, than a year earlier. Areas in the shortage and Group 1 surplus categories were correspondingly fewer. Similarly, the proportion of Canadian wage earners in balanced labour markets was 76 per cent at June 1, compared with 69 per cent a year earlier (see bar chart).

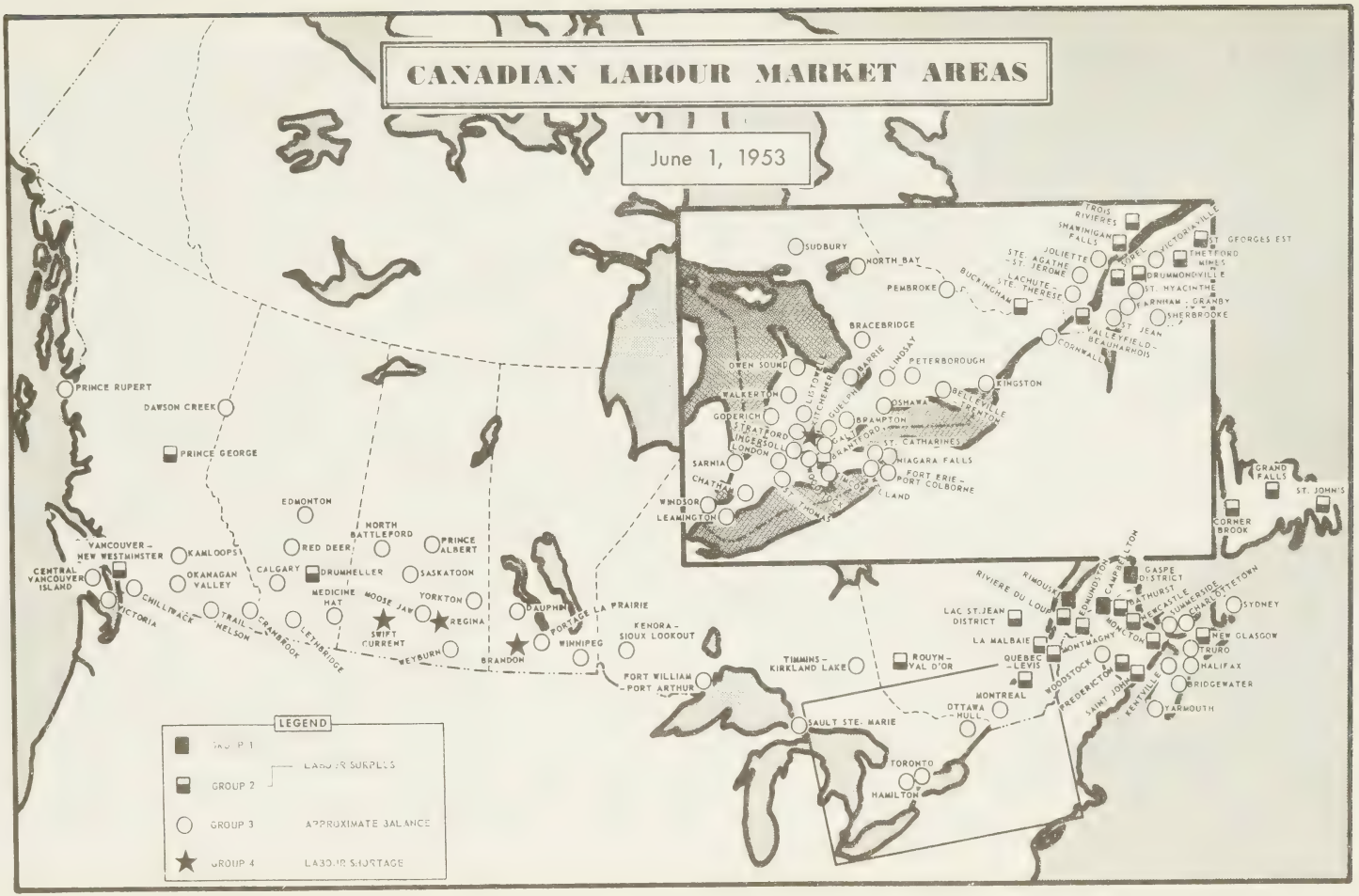
Most of the areas whose labour market classification changed during May were in the Quebec and Atlantic regions. Nevertheless, all but four of the 31 surplus areas were in these regions, mainly because the seasonal upturn in employment is generally later there than in the rest of the country. In the Prairie region, on the other hand, the demands of construction and agriculture absorbed practically all available labour and caused distinct shortages in three areas. In Ontario and the Pacific region, labour demand and supply were generally in balance.

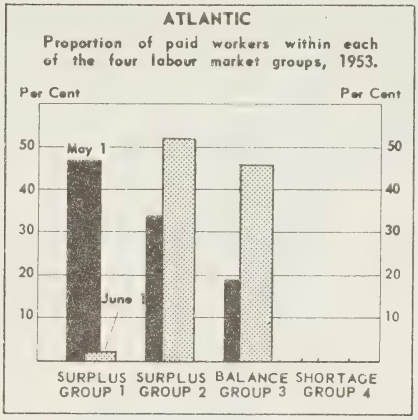
Labour Market Area	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	June 1 1953	June 1 1952	June 1 1953	June 1 1952	June 1 1953	June 1 1952	June 1 1953	June 1 1952
Metropolitan	–	–	3	3	7	6	–	1
Major Industrial	–	1	10	13	20	17	1	–
Major Agricultural	–	1	2	1	12	10	3	5
Minor	3	7	13	8	41	38	–	4
Total	3	9	28	25	80	71	4	10

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, JUNE 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural industry)		Brantford Corner Brook Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Saint John Shawinigan Falls Trois Rivières Valleyfield – Beauharnois	Cornwall Farnham – Granby Fort William – Port Arthur Guelph Halifax Kingston London Niagara Falls Oshawa Peterborough Sarnia Sherbrooke St. Catharines St. Hyacinthe Sudbury Sydney Timmins – Kirkland Lake Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)		Rivière du Loup Thetford Mines	Barrie Charlottetown Chatham, Ont. Joliette Kentville Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Saskatoon Yorkton	Brandon Regina Swift Current
MINOR AREAS (labour force 10,000 – 25,000)	Campbellton Gaspé Rimouski	Bathurst Buckingham Drumheller Drummondville Edmundston Fredericton Grand Falls La Malbaie Montmagny Newcastle Prince George St. Georges Est Sorel	Belleville – Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Fort Erie – Port Colborne Galt Goderich Ingersoll Kamloops Kenora – Sioux Lookout Lachute – Ste. Thérèse Leamington Lindsay Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Sault Ste. Marie Simcoe Ste. Agathe – St. Jérome St. Jean Stratford St. Thomas Summerside Trail – Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.B. Yarmouth	


CANADIAN LABOUR MARKET AREAS
June 1, 1953
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CALGARY
RED DEER
NORTH BATTLEFORD
DRUMHELLER
PRINCE ALBERT
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
KENORA – SIOUX LOOKOUT
FORT WILLIAM – PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BUCKINGHAM
BRACEBRIDGE
OWEN SOUND
LISTOWEL
WALKERTON
GODERICH
STRATFORD
INGERSOLL
LONDON
SARNIA
CHATHAM
WINDSOR
LEAMINGTON
ST. THOMAS
PORT STANLEY
ELGIN – MIDDLESEX – KENT
LINDSAY
BARRIE
PETERBOROUGH
OSHAWA
BELLEVILLE – TRENTON
KINGSTON
BRAMPTON
GUELPH
CALEDONIA
BRANTFORD
HAMILTON
ST. CATHARINES
NIAGARA FALLS
FORT ERIE – PORT COLBORNE
TORONTO
SAULT STE. MARIE
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
OTTAWA – HULL
MONTREAL
QUEBEC – LEVIS
LA MALBAIE
LAC ST. JEAN DISTRICT
RIVIERE DU LOUP
RIMOUSKI
EDMUNDSTON
CAMPBELLTON
GASPE DISTRICT
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
MONCTON
WOODSTOCK
FREDERICTON
SAINT JOHN
KENTVILLE
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
VICTORIAVILLE
THETFORD MINES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY
SHERBROOKE
ST. JEAN
VALLEYFIELD – BEAUHARNOIS
CORNWALL
ST. GEORGES EST
GRAND FALLS
ST. JOHN'S
CORNER BROOK
LEGEND
GROUP 1
LABOUR SURPLUS
GROUP 2
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



SEASONAL expansion in construction, sawmilling, agriculture and fishing resulted in a substantial increase in employment in the Atlantic region during May. By the middle of the month, the number of full-time workers had reached 450,000, an increase of 57,000 from the previous month. Part of this increase resulted from seasonal additions to the labour force and part from a reduction in the number of persons previously employed part-time and of those not at work at all but in the labour force.

Although total employment increased seasonally, it still remained below last year's level because of reduced activity this year in the logging, construction and water transportation industries. Construction employment, for example, was 33 per cent lower in New Brunswick and 11 per cent lower in Nova Scotia this year than last. These decreases were partly offset by slightly higher employment levels in wholesale and retail trade and in manufacturing.

The general increase in activity during the month did, however, eliminate labour surpluses in seven of the twenty areas in the region. At the beginning of June, one area was in the Group 1, ten were in the Group 2 and nine in the balanced category, compared with ten, eight and two respectively at the beginning of May.

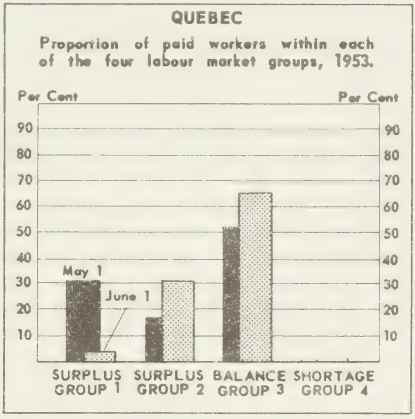
Metropolitan and Major Industrial Areas. In St. John's, Nfld., employment in construction, sea-fishing, fish-processing, agriculture and shipping increased sufficiently to reduce the labour surplus and move the area from the Group 1 to the Group 2 category. Employment opportunities on local construction sites as well as on those in the interior increased during the month and reduced by two-thirds the number of building tradesmen seeking work. The demand for construction tradesmen this summer, however, is not expected to be sufficient to absorb the available supply because the volume of work in progress this year has been consistently smaller than that of a year ago. Moreover, reductions in the working force at some of the large defence construction sites are foreseen during the next two months.

Employment increased in all of the major industrial areas during May. Heightened activity in fishing, shipping and construction brought the Sydney labour market into balance. The general improvement in employment conditions also brought Corner Brook, Moncton and New Glasgow from the Group 1 to the Group 2 surplus category. Manufacturing employment during the month remained stable in all areas and the shortage of marine electricians, sheet-metal workers, welders and machinists for the Halifax shipyards persisted.

Major Agricultural and Minor Areas. Substantial reductions of surpluses occurred during May as spring farming operations, construction and sawmilling approached peak employment levels. Campbellton was the only area in the Group 1 surplus category. Although local construction activity and the movement of workers to Labrador and industrial centres in Ontario and Quebec partly reduced the excess labour supply in this area, the remaining surplus is expected to continue until production and employment in the lumber industry increases again.

QUEBEC

EMPLOYMENT increased sharply throughout the Quebec region, except in the northern parts, during May. This expansion was mainly seasonal and occurred somewhat earlier than last year because of the more favourable weather conditions this spring.



The principal reason for higher employment levels this year is the size of the construction program. Building in the province as a whole is expected to exceed last year's level but some areas are likely to benefit more than others. Current indications point to a heavy concentration of construction work in Montreal and at two or three large development sites on the north shore of the St. Lawrence. On the other hand, several of the industrial and minor areas anticipate a year-to-year decline in construction.

By the first of June, 14 of the 25 areas in Quebec were in the Group 2 surplus category. Areas in balance, however, increased from two to nine during May and those in the Group 1 surplus category decreased from twelve to two. This last category, as shown in the accompanying bar chart, included only a small proportion of the paid workers of the region.

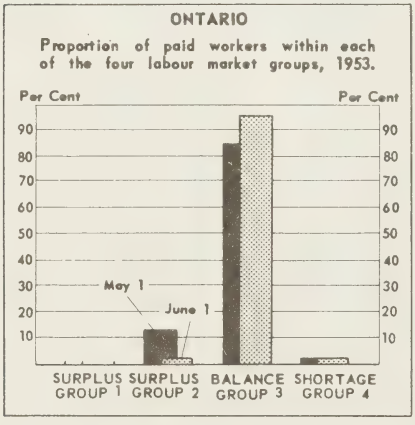
Metropolitan Areas. Although Montreal continued in the balanced category, labour demand strengthened during May. Residential building was particularly active in the area. Some clothing workers were laid off seasonally during the month and others were put on short-time work but manufacturing employment generally continued at stable levels. Many of the heavier industries still reported shortages of tool and die makers, machinists, radar and other technicians.

A promising year began in Quebec city for the water transportation industry but the building program was still uncertain and many construction workers were without jobs. The manufacturing industries, however, with few exceptions, operated at near-capacity and maintained employment levels substantially higher than those of last year. During May, the area moved from the Group 1 to the Group 2 surplus category.

Major Industrial Areas. The heavy surpluses in Lac St. Jean, Rouyn-Val d'Or, Shawinigan Falls and Trois Rivières were markedly reduced and all four areas were brought into the Group 2 surplus category during May. Valleyfield-Beauharnois remained in the Group 2 category as lay-offs and short time continued in the textile industry and construction work was scarce but the three other major industrial areas in the Eastern Townships (Farnham-Granby, St. Hyacinthe and Sherbrooke) had balanced markets by the first of June.

Major Agricultural and Minor Areas. Reduction of labour surpluses occurred in almost all the major agricultural and minor areas during the month. By June 1, only Gaspé and Rimouski remained in the Group 1 surplus category. Five areas were in approximate balance and eight were in the Group 2 surplus category. Because of the low price of cod, fishing may not be as active this season as in other years but hydro-electric construction and mining development is expected to be extensive. Several lay-offs occurred in defence industries in Sorel and construction work was slow to expand. The area fell into the Group 2 category and was one of the few in the province to show a heavier labour surplus than last year.

ONTARIO



SEASONAL employment expansion in Ontario accelerated during May as warm weather permitted the beginning of outdoor activities in some of the northern parts of the province. During the four-week period ending May 16, full-time workers in the region increased by 30,000 to a total of 1,718,000. This increase was accompanied by seasonal additions to the labour force and by a reduction in labour surpluses.

Seasonal industries such as agriculture, construction, railway maintenance, food processing and summer-resort operation, the re-opening of sawmills and the beginning of summer logging operations were chiefly responsible for increasing employment in the region. In addition, manufacturing employment was about eight per cent higher than last year and the number of housing starts during the first four months of this year was about 60 per cent greater than in 1952. Nevertheless, the only labour shortages reported to date were for farm help and for engineers, draughtsmen and certain other professional workers. The arrival of more than 10,000 immigrant workers during the first four months of the year helped to relieve the shortages in some of these occupations. Some farm workers will be brought to Ontario from the Maritime Provinces to help with the hay harvest in June but demand was expected to exceed supply throughout the summer.

The general increase in activity in the region brought nine additional labour markets into balance during May. By the beginning of June, 37 of the 39 areas had approximately balanced labour markets, compared with 36 a year earlier. However, fewer workers were available this year than last. Although there is little unfilled demand, most areas were at the lower extreme of the balance range and virtually all suitable workers were employed. As shown in the bar chart, 96 per cent of all wage earners were in areas with approximately balanced labour markets, compared with 84 per cent at the beginning of May.

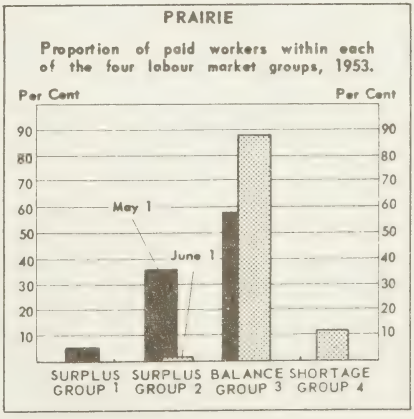
Metropolitan Areas. The labour supply tightened somewhat in Toronto and Hamilton during May and the early part of June, as seasonal industries expanded and industrial lay-offs in Hamilton were reduced. In Ottawa, the demand for professional and construction workers, sales personnel and machine-shop workers continued to increase. Labour was scarce in all categories but the slow start of farming and construction work across the river left some available labour in Hull. Although engineers were still in short supply in all three metropolitan areas and the general shortage of farm hands throughout Ontario was reflected in their employment situation, the labour markets of these areas continued to be in approximate balance.

Major Industrial Areas. The labour supply was becoming tighter in all the major industrial areas of Ontario; Cornwall, Peterborough, Sudbury and Timmins-Kirkland Lake moved from surplus into balance during May. A shortage of qualified miners and skilled sawmill workers developed in Sudbury and Timmins-Kirkland Lake. Labour demand continued to exceed supply in Kitchener, the shortages being mainly of clerical workers, sales clerks, bricklayers, crane and shovelmen, construction labourers, automobile mechanics and female domestic workers. Brantford was the only area in Ontario with a labour surplus and that was being rapidly reduced by the transfer of workers to some of the surrounding areas where demand was strong.

Major Agricultural and Minor Areas. Surpluses were rapidly reduced in the major agricultural and minor areas and all 21 were in approximate balance.

PRAIRIE

EMPLOYMENT continued to increase in the Prairie region as farm labour requirements reached a spring peak. By the middle of May, 873,000 persons in the region were working full-time, an increase of 28,000 from the previous month. Reduction of labour surpluses and of the number of part-time workers accounted for about half of this increase; the remainder represents seasonal additions to the labour force.



Frequent and heavy rainfall during the last half of the month delayed and, in some cases, pre-

vented crop seeding through large sections of Manitoba and southern Saskatchewan and Alberta. Consequently, although agricultural labour demand increased sharply, shortages in May were not as widespread as had been expected earlier. Most of the existing labour shortages in the three provinces can be attributed to agricultural demand and a construction program of boom proportions. As in other regions, the emphasis this year has swung to house building. Units under construction in the Prairies at the end of April were more than a third greater than at the same time last year, while the number of units started since the beginning of 1953 was 61 per cent greater. Wet weather delayed construction programs in many areas, which may intensify labour requirements later in the season. Most of the increase in total construction was in Alberta, where it helped to reduce labour surpluses in coal-mining areas.

By the beginning of June, labour surpluses had disappeared in all but one area, while shortages had developed in three agricultural areas. At the same time last year, nine areas had shortages, largely because of the labour required for the concurrent harvesting and seeding operations. Seventeen areas were in balance, compared with 14 in the previous month and 12 last year.

Metropolitan and Major Industrial Areas. Calgary, Edmonton and Winnipeg experienced sharp employment increases in construction and allied industries, retail trade, and meat-packing. In Calgary, the anticipated manpower requirements for construction were greater than the current supply. The influx of workers from other areas was fairly heavy, but scarcity of accommodation created increasing difficulties. Much the same situation prevailed in Edmonton, except that the number of incoming workers appeared to be somewhat greater in relation to the rise in demand.

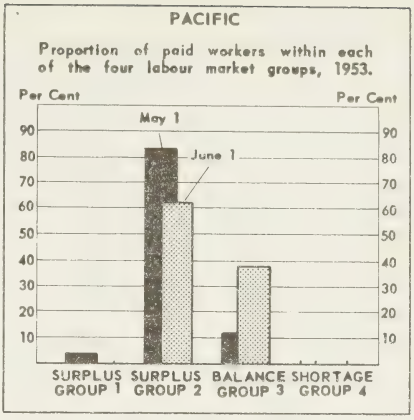
A notable development during the month was the elimination of the substantial labour surplus in Fort William-Port Arthur. Rehiring of bush workers for the river drive, together with increasing construction activity, reduced the job applications listed with the National Employment Service from 5,200 to 2,100. Further increases in demand were expected to cause shortages of a number of construction skills.

Major Agricultural and Minor Areas. Labour supply in almost all areas declined rapidly during the month, notable shortages developing in Brandon, Regina and Swift Current. In these areas there was heavy unsatisfied demand for farm hands, carpenters and unskilled construction labourers, auto mechanics, clerical workers, waitresses and domestic service workers. The only area remaining in the moderate surplus category was Drumheller, in which a considerable number of miners were still without jobs.

PACIFIC

MAY was featured by rapid seasonal employment increases in all parts of the Pacific region. By mid-May the number of full-time workers had reached 387,000, an increase of 14,000 from the previous month. This increase, which is the largest since the beginning of the year, was accompanied by substantial declines in short-time work and unemployment. The current employment level, however, is not quite as high as a year ago.

Some of the major industries of the province continued to operate at lower levels than last year. This was particularly true of logging, in which production was reduced by a decline in overseas export demand for lumber; of fishing and fish canning, which still suffered from the effects of the labour-management disputes this spring; and of base metal mining, which was adjusting to the lower prices of lead and zinc.



Losses in these industries were largely offset by the heavy demands of construction, which, by the beginning of April, showed a twelve-month employment increase of 3,000, or 14 per cent. Recent awarding of several large contracts, together with the projects already in progress, caused rapid employment expansion and shortages developed of various types of skilled labour, particularly welders for pipeline and refinery construction. The greatest demand continued to come from the Kitimat–Kemano project, which includes the construction of a townsite, smelter, powerline, powerhouse, tunnel and reservoir. The number of workers engaged on these various items increased from a winter low of about 2,500 to within a few hundred of the expected summer peak of 9,000.

The general upswing in activity during May absorbed labour surpluses in all but two areas in the region. By June 1, there were seven fewer areas with a labour surplus than at May 1, and one fewer than at June 1, 1952. However, since one of the two remaining surplus areas was heavily-populated Vancouver–New Westminster, the surplus category included more than three-fifths of all wage earners (see bar chart).

Metropolitan and Major Industrial Areas. Greater employment opportunities within Vancouver–New Westminster and the re-opening of logging and construction camps in the interior steadily reduced the labour surplus but did not quite bring the area into balance. Demand for carpenters and machine shop workers was particularly strong but the supply was still large enough to satisfy all but a few out-of-town requests. The outlook for the fishing industry remained uncertain owing to disagreement between companies and the fishermen's union on the price of salmon. Negotiation on this matter was still in progress at the month-end.

Labour supply and demand in Victoria remained in balance during May. Small lay-offs at the naval dockyard, shipyards and logging concerns were offset by increased construction and tourist activity.

Minor Areas experienced the greatest relative employment gains during the month. Seasonal increases in the demand for construction, logging and farm labour eliminated surpluses in all areas but Prince George, which was recovering from the spring closure of logging roads. The recent strengthening of base metal prices created a greater degree of optimism in the mining industry. Further lay-offs amounting to 150 workers, however, occurred in the Cranbrook area during the month.

Current Labour Statistics

(Latest available statistics as of June 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	May 16	5,321,000	+ 1.5	–
Persons with jobs (a)	May 16	5,207,000	+ 2.6	–
Persons without jobs & seeking work (a)	May 16	114.000	–30.9	–
Registered for work, NES (b)				
Atlantic	May 14	38,409	–35.5	+ 0.3
Quebec	May 14	92,118	–35.5	– 4.7
Ontario	May 14	53,297	–32.2	–27.4
Prairie	May 14	28,601	–41.2	+20.0
Pacific	May 14	29,578	–31.2	+ 2.1
Total, all regions	May 14	242,003	–35.0	– 7.3
Ordinary claims for Unemployment Insurance benefit	May 1	215,242	–26.9	– 1.3
Amount of benefit payments	April	$16,389,294	–21.2	+23.7
Index of employment (1939=100)	Apr. 1	181.8	– 0.1	+ 2.2
Immigration	April	16,118	+33.6	+37.3(c)
Industrial Relations				
Strikes and lockouts – days lost	May	36,127	–	–75.0(c)
No. of workers involved	May	4,748	–	–66.7(c)
No. of strikes	May	30	–	–25.8(c)
Earnings and Income				
Average weekly wages and salaries	Apr. 1	$57.24	– 0.2	+ 5.4
Average hourly earnings (mfg.)	Apr. 1	$1.35	+ 0.4	+ 4.7
Average hours worked per week (mfg.)	Apr. 1	42.0	– 0.2	– 0.2
Average weekly earnings (mfg.)	Apr. 1	$56.70	+ 0.2	+ 4.4
Cost-of-living index (av. 1935–39=100)	May 1	183.6	– 0.2	– 1.7
Consumer price index (av. 1949=100)	May 1	114.4	– 0.2	– 1.3
Real weekly earnings (mfg. av. 1949=100)	Apr. 1	118.8	+ 0.3	+ 6.5
Total labour income $000,000	March	928	+ 0.2	+ 7.7
Industrial Production				
Total (Average 1935–39=100)	March	247.0	+ 2.2	+11.2
Manufacturing	March	265.3	+ 2.9	+11.4
Durables	March	334.3	+ 2.3	+15.8
Non-Durables	March	221.1	+ 3.4	+ 7.4

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Ford, GM Accept Revision Of UAW's 5-Year Pacts

Both General Motors Corporation and the Ford Motor Company have agreed to changes in their five-year escalator contracts with the United Automobile Workers of America (CIO), even though these contracts have still two years to run.

The changes provide pay rises and other benefits for about 350,000 workers at General Motors and some 135,000 workers at Ford.

Both companies have agreed to incorporate into the base pay 19 cents of the 24 cents per hour cost-of-living allowance accumulated since 1950.

In addition, General Motors has agreed to (1) an increase in the annual improvement or productivity factor from four to five cents per hour, effective June 1; (2) a wage increase of ten cents per hour for some 40,000 skilled tradesmen, also effective June 1; and (3) a formula for relating the escalator clause in the contract to the new consumer price index developed by the Bureau of Labor Statistics. The old index, representing a somewhat narrower sampling of consumer purchases, is being abandoned by the Bureau.

At a joint union-management press conference in Chicago recently, Walter P. Reuther, President of the UAW and of the CIO, said other automobile manufacturers will be asked to meet the new wage standard.

Several Solutions in U.S. To Escalator Problem

Several solutions have been reached in the United States to the problem of converting escalator agreements to the new consumer price index published by the Bureau of Labor Statistics.

One solution arrived at is complete elimination of the escalator clause with incorporation of all accumulated cost-of-living bonuses into base wage rates.

Another solution is retention of the old base and continuation of the escalator into a new agreement. Under this plan, the old BLS index will continue to be used until it is dropped at the end of June this year. At that time, BLS tables will be employed to convert to the new index without incorporating bonuses already received into base rates.

A third solution is the complete conversion of the escalator clause to the new index with incorporation of part of the accumulated cost-of-living bonus into base rates, leaving the remainder subject to reduction if the index drops.

Higher Pension Granted In Ford-UAW Contract

Members of the United Automobile Workers of America (CIO) employed by the Ford Motor Company will now receive maximum pensions of $137.50, including social security. The pensions were formerly $125 per month.

The pension increase, affecting the company's 135,000 production workers, is one of the adjustments made last month in the five-year contract signed by the company and the union in 1950.

Chrysler Also Agrees To New UAW Contract

Three days after General Motors and the Ford Motor Company had agreed to changes in their five-year contracts with the United Automobile Workers (see above), Chrysler Corporation on May 27 granted the same wage improvements to its 114,000 hourly-rated employees.

In addition to the increases in wage and the revision of the escalator formula to fit the new consumer price index, the Chrysler agreement calls for maximum pensions of $137.50 per month, including social security benefits. This brings it in line with pension improvements granted first by the Ford Motor Company and a few days later by General Motors. The Chrysler pensions were formerly $130 per month.

The Nash-Kelvinator Corporation also agreed to contract changes for its workers, granting everything in the way of wages that the UAW had won from General Motors, Ford and Chrysler.

The International Harvester Company, however, did not agree to interim contract changes. As a result, its 75,000 employees suffered a 2-cents per hour wage reduction June 1 in accordance with the escalator clauses in agreements between the company and several AFL, CIO and independent unions.

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UAW Chiefs Urge Firms To "Level Off" Production

The presidents of Locals 195 and 200, United Automobile Workers of America (CIO-CCL), have urged the major auto manufacturers in Canada to level off production in order to prevent unemployment later this year.

In a joint statement, Presidents Earl Watson of Local 195 and Charles McDonald of Local 200 declared that at the current rate of production, all three major auto producers will have reached the saturation point in production by September, causing lay-offs until 1954 models are ready to roll.

Responsibility for whatever unemployment is created, they said, must be assumed by the companies.

"There is no reason to believe 30 per cent more cars will be sold this year than last year, yet present production indicates just about 30 per cent more production this year over sales last year," they said.

The statement of the Canadian union leaders followed a similar one made earlier by Walter P. Reuther, President of the UAW and of the CIO. Mr. Reuther warned that firms in the United States would produce 60 per cent of their annual quota during the first six months of the year. He termed this practice "anti-social, economically unsound and morally wrong".

In a reply to Mr. Reuther, Harlow H. Curtice, President of General Motors Corporation, said he did not share the union President's "lack of confidence in the economic future of our country," adding that "I am quite optimistic as I look ahead".

The General Motors President said that recently he had been "reinforced in my conviction that we can look forward to good business throughout the year 1953".

New Arts, Craft School Is Quebec's 40th

A three-quarter million dollar arts and craft school, with facilities for nearly 500 day and night students, was officially opened at St. Johns, Que., on April 26 by Premier Maurice Duplessis.

The school was built through the co-operation of the municipal, provincial and federal Governments, under the Vocational Schools Assistance Agreement. The provincial Government contributed $715,655 and the federal Government $129,700 towards the cost.

Quebec now has 40 arts and craft schools in operation, the Minister stated.

Home Building Up Sharply In 1st Quarter This Year

Home building in Canada increased during the first quarter of 1953, with both starts and completions of new dwelling units up sharply over last year in each of the three months.

According to the latest Dominion Bureau of Statistics report, 11,930 new units were started in the quarter, an increase of 4,662 or 64 per cent over the 7,268 starts made in the first three months of 1952, while the number of units completed climbed by 5,326 or 41 per cent to 18,392 from 13,066.

At the end of March there were 49,232 units under construction, 32 per cent more than the 37,259 under construction on the same date last year.

Following substantial gains in January and February, March starts rose by 2,013 or 57 per cent to 5,568 from 3,555 a year earlier, while completions were up by 2,523 or 70 per cent to 6,130 from 3,607.

The average time under construction of units completed in March was down to 7·1 months from 8·4 months a year earlier, continuing the decline of the two preceding months.

U.S. Housing on Increase

A total of 110,000 new permanent non-farm dwelling units was started during April, an increase of 13 per cent above the March figure and about four per cent above that of April a year ago, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Housing starts in March numbered 97,000 units.

For the first four months of 1953, housing starts totalled 356,100, compared with 352,700 last year and 412,300 in the peak year 1950.

More Houses in U.K., Too

Permanent houses completed in Great Britain during February totalled 20,118, compared with 16,163 for the same month of 1952, according to a national housing summary published recently.

In the first two months of 1953, a total of 40,702 permanent houses was completed, compared with 31,855 in the same period last year.

At the end of February, 1,593,708 permanent dwellings had been completed under Britain's post-war housing program, of which 1,296,973 were new permanent houses and flats.

Yearly Health Bill of $82 Paid by Average Family

Family units in Canada paid out a total of $373,800,000 for health services during the 12-month period from autumn, 1950, to autumn, 1951, or an average of $82.10 per unit, according to recently-published details of a national sickness survey. The term "family unit" covers both families of husband and wife with or without children and single persons outside these families.

The survey, jointly planned and conducted by the federal and all ten provincial health departments and the Dominion Bureau of Statistics, is the first nation-wide study of illness in the general population of Canada.

Prepayment plans for medical and hospital care accounted for $88,400,000 or 23·7 per cent of the total spent. Direct payments for doctors' services, for eye and dental services, for hospital and nursing services accounted for an estimated $203,200,000. Expenditures on drugs and appliances came to $75,300,000, of which $73,000,000 was for medicines.

Hospital care, both direct and through payment plans, amounted to $90,000,000 or 24 per cent of the total. The amount expended similarily for physicians' services came to $99,500,000 or 26·7 per cent, eye services and glasses aggregated $14,100,000 or 3·8 per cent and dental services amounted to $32,900,000 or 8·8 per cent. Of the $73,000,000 spent for medicine, $46,100,000 was for prescribed medicine and $26,900,000 for medicine not prescribed.

Of the $82.10 spent by each family unit, $19.50 went in prepaid medical plans; $44.60 for direct payments for services; $16.50 for drugs and appliances; and $1.50 for other services, goods and medical care.

Family units with five-to-six persons spent the most on health services at $114.70. Next was the three-to-four size at $110.40, followed by the family of seven or more at $104.80.

Of a total of 4,555,000 family units in Canada, only 621,000 had no expenditures for health. Of the total, only 2,641,000 subscribed to prepaid medical plans, the survey showed.

Pensions in 1952-53 Cost Federal Govt. $19 Million

The federal Government's share in old age assistance payments for needy persons between the ages of 65 and 69 totalled $19,128,837 in the fiscal year which ended March 31, Hon. Paul Martin, Minister of National Health and Welfare, has announced.

The federal and provincial Governments share the cost of old age assistance on a 50-50 basis up to a maximum of $40 per month, except in Newfoundland where the maximum monthly payment is $30.

Federal contributions by provinces in the past fiscal year were: British Columbia $1,701,854; Alberta $967,948; Saskatchewan $997,396; Manitoba $1,036,021; Ontario $4,586,572; Quebec $6,927,593; New Brunswick $1,113,921; Nova Scotia $893,059; Prince Edward Island $66,313; Newfoundland $833,898; Northwest Territories $4,257.

At the end of March, 87,675 persons were receiving assistance distributed among the provinces as follows: British Columbia 7,685; Alberta 4,688; Saskatchewan 4,206; Manitoba 4,400; Ontario 20,401; Quebec 30,490; New Brunswick 5,371; Nova Scotia 4,789; Prince Edward Island 551; Newfoundland 5,037; Northwest Territories 57.

Winnipeg Building Trades Sign Master Agreement

A blanket collective agreement covering 11 local unions was signed recently between the Winnipeg Building Trades Council and the Winnipeg Builders' Exchange.

The first contract of its kind in the construction industry in Canada, the agreement provides a ten-cent hourly wage increase for all members. It is designed to stabilize the industry and to prevent lock-outs or strikes in any of the trades involved.

Under the agreement, effective for one year from May 1, 1953, no individual union can strike without going through a procedure laid down by all 11 unions. Machinery is set up in the contract to arbitrate any dispute which may arise within the industry. The agreement protects all parties in respect to agreements now held by both employers and employees.

In announcing the agreement, R. G. Anderson, President of the Winnipeg Building Trades Council, said it "will no doubt serve as a pattern for the construction industry throughout Canada and will contribute very significantly to the stability of the industry".

In addition to the wage increase, the contract calls for a uniform basis for all trades with respect to transportation, travelling time and board and room. A security clause has been included whereby all mechanics and labourers hired by members of the Builders' Exchange will become members of their respective unions 30 days from the date of beginning work.

74562—2½

Women's Bureau Planned, Gregg's Estimates Show

Included in the departmental estimates presented by the Hon. Milton F. Gregg, Minister of Labour, and passed at the last session of Parliament, was an item to provide for the establishment of a women's bureau within the Department of Labour.

Speaking on the vote in the House, the Minister said that among its functions will be the study of problems peculiar to women workers and the development of facilities to make available the results of these studies. It will also review continually what is being done in this field by governmental and other agencies.

Women's organizations, said Mr. Gregg, have for some time been urging upon the Government the need for such study and information.

"Industry Being Forced To Hire Older Women"

Shortage of trained young women workers is slowly forcing industry to change its attitude towards the hiring of the older worker, it was agreed by women personnel experts attending the sixth annual Personnel Appraisal Institute at McGill University last month.

The theory that a woman upon reaching the age of 40 automatically becomes a burden to an employer is outdated and will have to be discarded, they said.

Because of the shortage of younger women, companies that have been reluctant to hire a woman over 40 are gradually realizing the merits of the older experienced worker. "They have more ambition," said one speaker, "because they know they are going to stay with the company until pension time. If she is over 40 and gets married, there is little possibility of her raising a family and chances are she'll stay with the company for years."

U.S. Has Shortage of Young Women Workers

While there is no over-all shortage of women workers, there is a sizeable number of occupations, traditionally filled by women, where shortages do exist, the U.S. Department of Labor has announced.

These are largely in occupations that require training of several years and where, in many cases, the economic rewards are relatively less than for jobs where little training is required.

The Department of Labor states that there are important reasons for the present shortage of young women workers. "These reasons," says the Department, "must be known and understood if the nation is to solve the problems resulting from the effect that there are not enough young women in teaching, nursing and other occupations essential to community and national welfare."

For nearly all of the occupations which report shortages and for all jobs for women in the Armed Forces, the call is almost entirely for young women between the ages of 18 and 34 and with little family responsibility.

Working Woman in N.Y. Needs $2,442 Annual Wage

A working woman living with her family in New York state in September 1952, needed $2,442 a year, or nearly $47 each week, to support herself adequately, meet income tax payments, and save for emergencies and old age.

The New York State Department of Labor, in its survey of living costs in eight cities in the United States, revealed that of this total, $1,745 was needed to cover the cost of goods and services and $697 for income taxes, insurance and savings.

Author of Wagner Act Dies in 76th Year

Robert F. Wagner, author of the Wagner Labor Relations Act, died in New York City, May 4, at the age of 75 years.

Born in Germany, Mr. Wagner emigrated to the United States as a boy. He entered politics in 1905 as a member of the New York State Assembly. He was a United States Senator (Democrat) from 1927 until his retirement in 1949.

While in the Senate, Mr. Wagner introduced and successfully promoted such New Deal measures as the National Recovery Administration, the Public Works Administration, the Works Progress Administration and the Federal Emergency Relief Administration. He also sponsored the Railway Pension Act of 1934 and the Social Security Act of 1935.

The Wagner Act, passed in 1935, made collective bargaining by employee agents legal, compelled employers to negotiate with their employees as a body and provided for supervision of bargaining elections. It was superseded in 1947 by the present Taft-Hartley Act.

Ontario CCL Holds Fair Employment Practices Conference



Eamon Park
United Steelworkers of America

Mrs. Irene Elliott
University of Western Ontario

H. S. Johnstone
Federal Department of Labour

Just two weeks after the new Fair Employment Practices Act was passed in the House of Commons (see page 832), the Ontario Federation of Labour (CCL) held its second fair employment practices conference at Brantford, May 23-24. More than 100 delegates attended.

In the opening address of the conference, C. H. Millard, National Director, United Steelworkers of America, called for a stepped-up program of education for better understanding among Canadians of different backgrounds.

H. S. Johnstone, head of the Fair Wages Section, Department of Labour, outlined the new Act and explained the labour conditions attached to government contracts and the non-discrimination policy of the National Employment Service. Mrs. Irene Elliott of the University of Western Ontario explained the operation of the Ontario Fair Employment Practices Act, in force since 1951.

Anti-Discrimination Bill Introduced in U.S. Senate

A bill to make all racial and religious discrimination by employers and unions an unfair labour practice was presented recently to the United States Congress by Senator Irving M. Ives of New York. The bill would also give the National Labour Relations Board authority to determine whether discrimination had been practised in any particular case.

Senator Ives introduced the bill as a proposed amendment to the Taft-Hartley Act, but said it should not be considered a substitute for a full fair employment practices law which he has sponsored.

Paid Vacations Virtually Standard in U.S. Industry

Paid vacations are virtually standard in industry, a recent survey of fringe benefit plans in the United States has found.

The Bureau of Labor Statistics, in a study of wages in manufacturing and non-manufacturing firms employing more than 10,000,000 workers in 40 major labour market areas in the country, also found that paid holidays are provided for a large majority of these employees and that pension and insurance coverage, while not so extensive, is on the increase. The study showed that of all fringe benefits, paid sick leave is the most limited.

Minimum Wage Raised In Saskatchewan

Eight Saskatchewan cities and nine towns have a new, increased minimum wage of $26 for a 44-hour work week since June 1. Provincial Labour Minister C. C. Williams announced the increase last month.

The new wage law affects the cities of Regina, Moose Jaw, North Battleford, Prince Albert, Saskatoon, Swift Current, Weyburn and Yorkton and the nine larger towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melfort, Melville, Nipawin and Shaunavon. The former minimum wage for these places was $24 per week.

Towns of more than 300 population, which formerly had a minimum wage of $21.50, now have a new minimum wage rate of $24.50.

The 44-hour week, with the 8-hour day, will be enforced in the eight cities and nine towns. All other points in the province retain the 48-hour week.

First Long-Term Pact In B.C. Logging Signed

The first long-term wage contract in the history of the British Columbia logging and lumber industry was signed recently between the International Woodworkers of America (CIO-CCL) and Western Plywoods (Cariboo) Ltd. at Quesnel.

Covering about 250 workers, the 3½-year agreement establishes the 40-hour week with a basic hourly wage of $1.35 plus four wage increases totalling 13½ cents.

Based on the average rise in national productivity, the increases will be distributed as follows: three cents on signing, three cents more in 1954, 3½ cents in 1955 and four cents in 1956.

In addition, the contract provides for compulsory check-off of union dues from all employees, maintenance of membership union security, three paid statutory holidays and negotiations for two more paid holidays in 1954 and 1955.

René Rocque Retires As CCCL Organizer

René Rocque, who was sentenced to six months' imprisonment as a result of his participation in the asbestos workers' strike at Thetford and Asbestos in 1949, has tendered his resignation as CCCL organizer and assistant director of the organization service.

In his letter of resignation to the General Secretary of the CCCL, Mr. Rocque stated:—

"I shall always have at heart the promotion of the working classes and of the cause of trade-unionism. I am perfectly well aware, however, that I no longer have the indispensable minimum of physical strength and energy needed to serve the cause as it should be served. The six months I spent in prison have got the better of my nervous system, and it seems to me that I shall never really get over it.

"My reflexes are slower, my health is affected, and I feel that I can no longer serve the workers as I ought."

The CCCL's official statement announcing Mr. Rocque's decision expressed regret for "the departure of a fellow-worker and comrade who has done so much for the cause of the Catholic syndicates".

The statement added:—

"Mr. Rocque's resignation clearly indicates just how hard and how difficult is the work of a permanent union official in a society which accepts with a bad grace the necessary rôle of professional organization, and, in particular, of trade-unionism."

Mr. Rocque had been a CCCL organizer since March 1946, and assistant director of the organization service for five years. He was in prison from January to July 1951.

ILGWU Sets Sights on 30-Hour Work Week

At its 28th triennial convention in Chicago last month, the International Ladies' Garment Workers' Union (AFL) called for the expulsion of criminal elements from the ranks of organized labour and heard of plans for a 30-hour work week.

The union's President, David Dubinsky, said in an opening address to the 1,000 delegates that the union is now conducting a campaign to extend the 35-hour week to all its members and that it hopes soon to reduce the work week to 30 hours.

The ILGWU President told the delegates that they should seek immediate pay increases in new contracts and should not sign contracts that fail to provide a basic 35-hour week.

In his speech, Mr. Dubinsky demanded that the AFL and the CIO withdraw charters from unions that provide a respectable front for underworld characters.

He said the AFL ought to adopt constitutional provisions broad enough to prohibit convicted criminals from holding office in any affiliated union.

"Charters are issued by our great labour federations, the AFL and the CIO, to build unions, to serve workers and to strengthen the general labour movement," he said. "But no charter gives anyone the right to betray the workers and to destroy the good name of labour."

A report submitted to the convention by the general executive board of the ILGWU showed that 52 per cent of the union's 430,830 members now have a 35-hour week, 18 per cent have a 37½-hour week and 30 per cent have a 40-hour week.

Three-quarters of the workers on the 35-hour schedule are employed in New York City and the surrounding district. The heaviest concentration of 40-hour contracts is in the New England states, where 45,529 workers put in 40 hours. A similar work schedule prevails in most Southern, Midwestern and Canadian clothing centres, the the report showed.

The executive board also submitted for approval a formula under which union members could work in any part of the country without forfeiting their protection under employer-financed pension plans.

The formula seeks to establish reciprocal financing agreements for all clothing industry centres, with retirement costs to be prorated on the basis of the actual time worked by union members in each area.

Right to Strike Must Be Preserved—Finkelman

Compulsory arbitration of industrial disputes is not the answer to the problem of creating industrial peace, said Prof. J. Finkelman, Vice-Chairman of the Ontario Labour Relations Board, in a recent address to the Chamber of Commerce in London, Ont.

Prof. Finkelman said extensive adoption of compulsory arbitration in other countries has led eventually to wage fixing and later to Government control of profit margins.

Conceding that lack of compulsory arbitration where negotiations break down leads to strikes, the labour board official said that in a system of free enterprise, the right to strike and the right by employers to lockout employees must be preserved equally with the right to do business.

"It may be that at times these rights will be abused, that unwise courses will be followed, that action will be taken against the best interests of the community, that hardship may be caused to greater or lesser segments of society.

"But the fact remains that the alternatives, at this stage of the game, appear to be too drastic to be acceptable," he said.

Immigration Decreases 46 Per Cent in Quarter

Immigration to Canada during the first three months of this year was 46 per cent lower than for the same period of 1952, according to figures published by the Department of Citizenship and Immigration.

The total for the first quarter of 1953 was 22,937, compared with 42,743 for January, February and March of 1952.

Immigrants from the British Isles numbered 6,367 compared with 8,890 in the first quarter of 1952, a decrease of 28 per cent. Those from North European countries totalled 8,457 (of which almost half came from Germany), compared with 14,675 during the first three months of last year, a drop of 42 per cent. Other countries, mostly South and East European and Asian, supplied 5,970 immigrants in the first quarter of this year compared with 17,573 for the same period of 1952, a decrease of 67 per cent.

The only increase occurred in the number of immigrants from the United States, rising 40 per cent from 1,605 in 1952 to 2,243 this year.

Canadians who returned from the United States during the three months ending March 31 this year numbered 1,004, compared with 795 for the same period last year.

CIO Approves Merger Of White-Collar Unions

The Congress of Industrial Organizations has approved a proposed merger of the Retail, Wholesale and Department Store Union (CIO) and the unaffiliated Distributive, Processing and Office Workers of America, it was announced recently.

The proposal to merge will be discussed at the conventions of the two unions in October. Upon approval, a charter will be issued by the CIO creating a new organization of some 130,000 members.

The Distributive, Processing and Office Workers union was formed from unions that were expelled from the CIO in 1948 for refusing to sign non-communist affidavits (L.G., May, p. 663). Officials of the CIO are now satisfied that the organization has purged itself of communism.

CMA Warns Industry To Train Personnel Now

Members of the Canadian Manufacturers' Association have been warned by the Executive Council to act now if an adequate supply of skilled personnel is to be assured.

Careful consideration, said the CMA Executive Council, should be given to the institution of plans for the training of apprentices and first-line supervisors, and for the development of executive personnel.

Firm Opens School for "Trade Improvement"

In order that their employees may keep abreast with the rapid developments and new techniques constantly taking place in the aircraft industry, Northwest Industries, Ltd., at Edmonton, have launched a specialized training program. Training is given at a newly-organized "Trade Improvement Centre".

The scheme is the result of collaboration between the federal and provincial governments and the company under the federal-provincial Canadian Vocational Training agreement. Equipment was supplied by both the Canadian Vocational Training Branch of the provincial Department of Education and the company.

The training syllabus was devised jointly by the company and CVT to fit the company's particular needs.

Bricklayers' Apprentices To Demonstrate at CNE

Bricklayers' apprentices will have an opportunity to demonstrate their skill at this year's Canadian National Exhibition, Toronto, in a competition being arranged by officers of the Bricklayers, Masons and Plasterers' International Union of America (AFL-TLC).

The object of the competition is to give the public an idea of the time, effort and skill needed by the apprentice to complete the four years' training required to become a craftsman in the trade.

Wants Teachers to Work Every 5th Year in Plants

Vocational school teachers should spend one year in every five as workers in industry, V. G. Smith, professor of electrical engineering at the University of Toronto, said in a recent address before the Ontario Industrial Education Council.

Education authorities, Prof. Smith suggested, should institute a system whereby technical instructors could take an industrial job one year in every five, to enable them to keep abreast with industrial development.

"Industry," he said, "should be ready to provide positions where these teachers can observe methods and keep up with current techniques."

Another Change is Made On Quebec Labour Board

Another change has taken place in the Quebec Labour Relations Commission with the appointment of Jean-Marie Bériault, Montreal lawyer, to replace Paul Vallée, QC, as secretary-general and legal adviser of the Commission.

Mr. Bériault is the third person to hold this position in the past four months. On December 15, Gérard Vaillancourt replaced Paul E. Bernier (L.G., March, p. 372); Mr. Vallée later succeeded Mr. Vaillancourt.

Premier Duplessis has also announced the appointment for another two-year period of Chief Judge Roland Paquette of Montreal's Municipal Court as president and third member of the arbitration board to deal in matters in dispute between the municipal council and the civic employees.

U.K. Promoting Study of Human Side of Industry

Two committees set up recently in Great Britain to study human problems in industry will be concerned mainly with promoting research by existing bodies. They are the committees of the Department of Scientific and Industrial Research and the Medical Research Council.

During 1952 the two departments made a detailed survey of the work being done in the field by other agencies and laboratories. The two committees will assist such studies, finance work on suitable subjects at present untouched, and promote application of the results of the work to improve production in industry.

The first committee will be concerned with the human factors in industrial efficiency, such as fitting the job to the man, selection and training, and job assessment. The second will deal with human relations in industry—joint consultation, formal and informal groupings in the workshop, and attitudes to work.

U.S. Unions Report 17 Million Members

Membership of United States labor unions is estimated at 16,500,000 to 17,000,000* in a new directory of labour unions published last month by the U.S. Department of Labor. Nearly 800,000 of the membership is in Canada.

Of the 215 unions listed, 109 are affiliated with the American Federation of Labour, 33 with the Congress of Industrial Organizations and 73 with neither.

Three unions reported memberships of a million or more: the United Automobile Workers (CIO), 1,184,507; the United Steelworkers (CIO), 1,100,000; and the Teamsters (AFL), 1,000,000.

Unions estimated that close to three million women were members.

Demand Increases for Older Workers in U.S.

Employment demand in the United States for older workers is higher than it was a year ago, according to the Northwestern National Life Insurance Company.

Of the 125 public and private employment agencies surveyed by the company, 113 reported that the demand at present for men 45 to 55 years of age is from fair to good; 92 agencies reported the same for women in this age range.

The great majority of agencies finds that difficulties in placing those more than 55 years of age increase sharply, except for well-trained and skilled workers. In general, small business concerns, usually having pension programs that do not call for low hiring-age limitations, offer the best placement opportunities for workers 55 years and over.

Because the favourable labour market for older workers results in part at least from the present shortage of younger applicants, it cannot be regarded as permanent, the study concludes.

Japanese Bill Would Curb Electrical, Coal Strikes

The Japanese Government has drafted a proposed labour law which would give it wide powers to prevent a repetition of last year's coal and electricity strikes, according to a report in the New York *Journal of Commerce*.

The law would prevent workers in the electrical industry from taking any action directly hindering normal supply of power. It would prohibit employees in the coal industry from taking action , obstructing safety maintenance work or causing damage to mines.

Extracts from Hansard of Interest to Labour

Co-operative Credit Associations

April 17

Hon. Douglas Abbott (Minister of Finance) moved the second reading of Bill No. 338, respecting co-operative credit associations.

He said: Mr. Speaker, this Act provides for the establishment of co-operative credit associations operating in more than one province under the supervision of the superintendent of insurance. Before any such national association may operate it will have to come to Parliament for incorporation by a special act.

This legislation is introduced at this time because a group of provincial central co-operative societies has announced its intention to apply to Parliament to be incorporated as a national co-operative association. It is the Government's view that if Parliament is to approve such legislation it is desirable that there be available suitable safeguards.

The main object of a national association will be the receiving of deposits from its members and the loaning of money to its members and making other approved investments. This is the fundamental function of provincial co-operative credit associations. Hon. members will realize that at certain times there will be surplus cash on deposit with a member operating in one part of the country while there may be a demand for loans in another part of the country. However, with the establishment of a co-operative credit association, it will be possible to loan surplus funds to members requiring cash for loans on a national basis thereby overcoming the present provincial limitation.

The members of an association will be co-operative credit societies incorporated by special act or declared by Parliament to be eligible to become members of an association, not more than ten co-operative

*Union membership in Canada at January 1 this year had reached 1,219,714 (L.G., May, p. 646).

corporations (not being co-operative credit societies) and not more than fifteen natural persons.

It is provided that before an association commences accepting deposits and making loans it must obtain a certificate from the treasury board. This certificate will be granted only after the association has satisfied the board that it has complied with the provisions of the Act.

The lending and investment powers of an association are subject to adequate safeguards in order to prevent its assets from being too heavily concentrated in one particular form and to preserve liquidity. For example, an association may not make any loan or investment if its cash on hand and on deposit with the chartered banks is less than five per cent of its own deposit liabilities.

There is provision for the appointment of auditors in a manner similar to that in the Bank Act. In addition there is a requirement for submitting annual reports to the Government. The superintendent of insurance, who now has supervision over certain insurance, trust and loan companies, will have supervision over an association, and penalties are provided for violations of the provisions of this Act.

I believe that hon. members are fully aware of the necessity of this legislation. The growth of co-operative credit societies in Canada in recent years has been widespread. As the operations of these organizations will undoubtedly include operations which are clearly of a banking nature, it is desirable that if these associations are going to operate on a national basis they should be under federal legislation as are the chartered banks.

I propose that when this bill receives second reading it be referred to the banking and commerce committee. At that time the superintendent of insurance and the officers of my department will be available to explain its provisions and discuss them with members of the committee....

As the House will appreciate, this bill is a purely enabling measure. It permits the incorporation of a national credit association by special act, and outlines the powers of such an association. It provides for inspection and supervision by the superintendent of insurance. I agree with what has been said about the splendid work which is being done by these credit unions, and I think it is now desirable that there should be federal legislation to authorize the incorporation, organization and supervision . . . of these financial institutions....

Motion agreed to, bill read the second time and referred to the standing committee on banking and commerce.

April 27

Bill reported, read the third time and passed.

National Housing Act Amendment

April 21

Hon. Robert H. Winters (Minister of Resources and Development) moved that the House go into committee to consider the following resolution:

That it is expedient to introduce a measure to amend the National Housing Act, 1944, to increase the appropriation provided by Section 7 for loans under part I from $300,000,000 to $500,000,000, and the appropriation provided by Section 13 for loans under part II from $150,000,000 to $250,000,000, also with respect to grants in aid of slum clearance and to certain other matters deemed necessary for the proper administration of the Act.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

Mr. Winters: Mr. Chairman, the resolution before the House seeks authority for the Government to introduce certain amendments to the National Housing Act. I will at this stage confine my remarks to the subject matter of the resolution.

When the present National Housing Act was passed in 1944, $100 million was authorized for home ownership loans under part I and to take care of possible losses under the previous housing acts of 1935 and 1938. In 1949 this amount was increased to $300 million. It is now proposed further to increase this appropriation by $200 million, making a total cumulative statutory vote of $500 million for home ownership loans under part I of the Act.

For rental housing under part II of the Act the original appropriation was $50 million. This was increased to $150 million in 1945. It is now proposed to increase this appropriation by $100 million to $250 million, making a total cumulative statutory vote of $250 million for rental housing loans under part II of the Act.

Since 1945 over $1 billion of loans have been approved under the National Housing Act for residential construction in Canada. Of this amount the share of the federal Government, including loans made by Central Mortgage and Housing Corporation on direct account, is $379 million.

The reason for asking for increased appropriations at this time is that, of the $300 million appropriated for part I loans,

$285 million has been committed, including the amount held to the credit of lending institutions under the pool guarantee arrangement. As hon. members know, when a loan is made jointly with a lending institution under the Act a certain amount is credited by Central Mortgage and Housing Corporation to an account held by the Corporation in the name of that lending company. This account is for the purpose of making provision for losses that the company may in the future sustain in respect of its share of joint loans. Commitments for rental housing loans under part II, including that credited to the pool guarantee account, approximate $126 million. The balances remaining would not be sufficient to carry the operations of the Act through the year 1953.

During the last session the standing committee on banking and commerce examined the annual report of Central Mortgage and Housing Corporation which administers the National Housing Act. That committee, after its deliberations, recommended that the slum clearance provisions of the National Housing Act be amended. It is now proposed to broaden Section 12—the slum clearance section—to provide that the slum area when cleared may be developed under Section 35 of the Act as a federal-provincial housing project. Under the present legislation the area may be developed by a limited-dividend company, as provided by Section 9 of the Act, or a life insurance company operating under Section 11 of the Act. The amendment will further provide for the development of a housing project on an alternative area to be provided by the municipality. This alternative area may be developed by a limited-dividend company, a life company or as a federal-provincial project. There is a condition imposed in the proposed amendment, to the effect that the cleared area must be used for a municipal, provincial or federal public purpose. In other words, the provision relating to the use of an alternative area will apply only if the slum area is designated on the master plan of the municipality for public use. The committee recommended also that the cleared area might be used for commercial or other purposes. It is considered that if land is to be acquired and cleared for commercial or industrial uses the responsibility for its acquisition and clearance should rest with the commercial or industrial interests concerned, and authority to make the cleared land thus available is not being sought in the proposed amendments.

Other amendments contained in the proposed legislation are of a procedural or technical nature....

Resolution reported, read the second time and concurred in.

Mr. Winters thereupon moved for leave to introduce Bill No. 339, to amend the National Housing Act, 1944.

Motion agreed to and bill read the first time.

April 28

Hon. Robert H. Winters (Minister of Resources and Development) moved the second reading of Bill No. 339, to amend the National Housing Act, 1944.

He said: ...Before dealing with the amendments proposed for the National Housing Act I would like to make some remarks of a general nature.

During 1952 the number of housing starts increased steadily. For the year as a whole starts numbered about 84,000, excluding conversions, an increase of 21 per cent over the 68,600 of 1951. There were 93,000 houses started in 1950. In the last quarter of 1952 starts were taking place at a rate higher than the previous record rate of 1950.

Completions on the other hand declined in 1952 to 74,000 units, as compared with 81,000 in 1951. This decline reflects the much smaller carry-over into 1952 of dwellings under construction than there were at the beginning of 1951. The carry-over has been restored, as a result of the increase in housing starts in 1952, and we entered the year 1953 with 56,000 dwellings under construction. There is already therefore, an auspicious prospect for completions in 1953. This high rate of building has continued this year. During the first quarter of 1953, dwellings started in centres of 5,000 population and over numbered 10,500. This represents an increase of 69 per cent over the same period in 1951, and as a matter of fact it has been the best first quarter on record from the point of view of the number of dwellings started in Canada.

The large number of houses that were brought under construction in the later part of 1952 may be attributed to a number of favourable factors on both the demand side and the supply side of the market. For one thing the demand for new houses was supported by a continued high level of net family formation. Not only was there a good increase in the number of families in 1952, but the families had more money with which to buy houses. Fortunately, our lending insti-

tutions showed an increased interest during 1952 in mortgage loans for new residential construction in general and for National Housing Act loans in particular.

Institutional loans for new residential construction were approved for 46,000 units in 1952, an increase of 19 per cent over 1951. Joint loans under the National Housing Act were approved for 27,488 dwellings in 1952, or 39 per cent more than in 1951. Had it not been for this increased flow of mortgage money, the rise in demand deriving from family formation and higher real incomes could not have been effective to the same extent. Brisk demand in 1952 was accompanied by favourable supply conditions. Except for cement in certain localities and some minor steel items, construction materials were readily available where and when needed. Even in regard to cement and steel, the situation improved towards the end of the year. We reaped the benefits of ample material supplies, not only in terms of a steady flow of production at the site, but also in terms of cost stability. During the course of 1952 the price of building materials for a house was about the same as in 1951. Neither was there any marked shortage of labour in 1952 for the residential work in hand despite an increase in other types of construction. However, wages in the construction field increased during the year by about 9 per cent.

Combined material cost and wage rates in construction were about 3 per cent higher in 1952 than in 1951; the prices of new houses increased even less. This is the smallest rise in construction costs that has occurred from one year to the next since the war. So much for the calendar year just passed. What of the cumulative program over the past seven years, from the beginning of 1946 to December 31, 1952? In this period starts in Canada, excluding conversions of existing buildings, totalled 570,000.

I would now like to summarize the accomplishments of the federal Government in the field of housing during this period and the extent to which the support and stimulus provided by the National Housing Act has resulted in such a large volume of new housing. During this period 141,294 dwelling units have received financial assistance under the joint loan terms of the National Housing Act. Another 30,000 units were built on direct government account. This included 28,000 units in the veterans' rental housing program and another 1,760 units under the public housing Section 35 of the National Housing Act. In addition the rental insurance plan has accounted for about 18,000 units.

Central Mortgage and Housing Corporation, from funds voted by Parliament, has built about 12,000 permanent married quarters for the armed services. In addition, a modest number of units have been built for other government departments, including the Department of Defence Production. Housing assistance has also been provided by the federal Government under the Veterans Land Act, the Canadian Farm Loan Act and the Farm Improvement Loans Guarantee Act. All these activities, of which hon. members will note that joint loans compose much the largest element, have had the net effect that about two of every five permanent post-war houses in Canada have received stimulus or assistance of one kind or another from the federal Government. In making this tally I have not taken into account the 11,000 temporary units made available under the emergency shelter regulations.

I would point out that apart from the direct construction to which I have referred this housing has been produced by supplementing the efforts of those agencies whose ordinary business it is to deal directly in new housing. We have supported the builders with guarantees, we have supported the lending institutions by joint participation in National Housing Act loans; during the immediate post-war years we ensured that materials flowed into the residential field. Generally, the policy was then, as it is now, for the federal Government to give secondary help and assistance rather than to assume a primary rôle.

I would like to discuss for a few moments some of the provisions of the Act and to lay emphasis upon those few sections which supplement the basic policy of the Government to utilize to the utmost existing private mortgage outlets and other private agencies directly connected with the construction of houses.

It will be recalled that apart from the provision for direct government loans to limited dividend companies, the National Housing Act, passed in 1944, relied upon the initiative of private enterprise and old established institutions to use their facilities to provide new housing.

In June 1947, Section 31A was introduced. The difficulty had arisen that the lending institutions were unable or unwilling to make loans in outlying areas. The new section authorized Central Mortgage to make loans on the same terms to the borrowers as joint loans where such loans are not being made by lending institutions.

Since the introduction of Section 31A its application has in practice been widened to cover three other types of housing. First, rental insurance projects for which private institutional mortgage loans are not available may qualify for direct corporation loans. Second, the 90 per cent loans available in respect of houses for defence workers are made on direct corporation account under this section. And third, since last July loans placed by lending institutions, acting as agents of the Corporation, may be made on direct corporation account in centres of from about 5,000 to 50,000 population. Some of these centres were being deprived of mortgage money and the agency arrangement was conceived to prevent the withdrawal of National Housing Act benefits therefrom.

Under Section 31A of the Act net loans have been approved to the end of 1952 in respect of 16,290 dwellings. Of these, 13,030 were under the rental insurance plan, 1,848 were in areas outside the operations of lending institutions, 1,974 were in connection with 90 per cent loans for defence workers' housing, and 96 were under agency agreements.

Another change in the National Housing Act took place in June of 1948 with the introduction of the rental insurance plan. This was devised to establish incentives to promote the construction of more rental housing by builders. Under the plan the Corporation is authorized to make certain guarantees in regard to new rental housing projects, in return for an agreed premium. To builders of approved projects the Corporation guarantees a minimum gross annual rental. The amount of guaranteed rental itself is calculated as enough to pay all operating and financial costs and provide to the owner of the project a return of 2 per cent on his equity. As a condition of this guarantee the rental units come under a rental ceiling set by the Corporation for a period of three years. By the end of 1952 the number of rental dwellings for which this type of guarantee has been approved was over 18,000.

During the post-war years the only important new supply of low rental housing was provided by the veterans' rental program. This had been achieved by arrangements, with the approval of provincial governments, between the federal Government and the municipalities whereby a portion of the land and services was provided by the municipality and the construction was carried out by the federal Government. By the middle of 1949 this program had come to a conclusion and at that time, by amendment to the National Housing Act, Parliament authorized the Government to enter the field of public housing through the medium of Section 35. It was felt that a more permanent arrangement for providing housing, and particularly rental housing, was required for those whose needs could not be met by existing facilities of the National Housing Act. It was also considered that some positive action should be taken to assist in the solution of one of the most pressing problems which had already beset the production of housing—that is, the lack of serviced land. Not only was Section 35 designated to deal with these two problems, but it also fitted into our federal structure of government by leaving initiative with the provincial governments so that arrangements with municipalities could take place through them.

Most provincial governments have responded by enacting legislation which enables them to work with the federal Government in partnership, the general basis being that the federal Government provides 75 per cent and the provincial governments 25 per cent of the funds required for work undertaken through Section 35. The provincial governments are, of course, free to share their part of the costs with municipalities in whatever proportion they may see fit.

In the application of Section 35 to low rental housing we have now established some basic principles of administration. The ownership of such low rental projects is vested in the federal-provincial partnership and a local housing authority is set up to manage the property.

It is the firm policy of the federal Government that federal subsidies provided under Section 35 of the Act shall be made available only to families which need such assistance in housing. We believe that it is improper for the taxpayers as a whole to subsidize families who can afford to pay economic rentals or their equivalent in the home ownership field. In this respect our policy is similar to that of the United States.

In addition to the subsidized low rental projects, we have undertaken rental projects which do not involve any subsidy but produce a rent revenue sufficient to recover full costs of amortization, management and local taxes. The tenants eligible for this housing must have incomes not less than four and not more than six times the rent.

The land assembly operations under Section 35 are quite distinct from those which involve the construction and owner-

ship of rental projects, though they are based on the same ratio of federal-provincial financing and the same sharing of profits or losses. Here the financial resources of the federal Government are available to assist municipalities in the preparing of land for residential use. We have so far undertaken with the provinces to acquire 24 tracts of land ranging in size from 10 acres to 500 acres which will yield 11,900 serviced house lots.

Mr. Speaker, I have reviewed some of the actions taken under the National Housing Act in order to give some background for the amendments now being proposed. It will be clear to hon. members that the rôle of the federal Government in this field is a complex one. The Government must deal on the one hand as a mortgage banker in full co-operation with the financial institutions who have their own proper purposes. On the other hand we must deal in a co-operative spirit with provincial governments who have jurisdiction in the field of housing and who have widely differing traditions and attitudes in the matter of housing. And finally, the construction that results from our efforts is placed in the local community and must complement the present array of buildings there. Now it is a feature of the National Housing Act as originally introduced and frequently improved by Parliament that it enables the lending of support by the federal Government on behalf of the citizens of Canada to meet a wide variety of needs. I venture to say that in no federal state outside Canada is there found a more comprehensive, flexible and versatile instrument to help the people meet their need for shelter than has been passed by Parliament.

I opened my remarks today with some observations on the housing program of 1952. The rising levels of starts and strong demand in 1953 will, I am sure, prove a source of gratification to all of us. But we are still faced with difficulties.

Most important among these I consider the shortage of serviced land. The post-war rate of housing starts has far exceeded the rate of lot development and the growth of municipal services, such as sewer, water, road and school facilities. Therefore the amount of available serviced land has rapidly diminished. In some centres substantial programs of new residential development must wait on the provision of additional serviced land, and in others a similar situation is approaching. An increasing proportion of current house building requires the development of new land.

This problem has two important aspects, that of the municipality, and that of the house buyer. The problem of the municipality is more immediate. For the municipality, residential land developments means the extension of pavements and existing utilities and commonly involves the provision of new schools. In some cases further land development may require enlarged central pumping plants and the like. In any case, such land development means heavy municipal expenditures. These expenditures must be financed by municipal borrowings. Because of unwillingness or inability to borrow, the municipalities do not always respond as soon as the need for additional serviced land arises. The financing problems are of particular severity in metropolitan environs where the growth associated with a great city is apt to be thrust upon a junior municipality which is predominantly residential, and which lacks those commercial and industrial assessments that bulk so large in the ordinary municipal tax base. It is this non-residential property that has traditionally given some relief to the home owner in paying for expensive urban services.

The development of serviced land under Section 35 is providing financial relief to municipalities only in respect to the installation of facilities within the project. The municipality must still meet the costs of school construction, trunk main extensions and the expansion of central municipality plant.

As that problem is solved and serviced land is made ready in greater quantities, it may be necessary to stimulate a corresponding increase in the flow of mortgage money. The introduction of the agency arrangement in 1952, by which the Corporation extended the direct loan facilities of Section 31A to cities of from 5,000 to 50,000 population, is already a step in that direction.

Life and fire insurance companies, trust and loan companies and fraternal societies are the main source of private mortgage money for new houses in Canada. These institutions have played a most important rôle in financing house construction. Their participation in the mortgage lending field increased from 1951 to 1952. Commitments in the whole mortgage field in 1951 amounted to $434 million and in 1952 to $497 million, an increase of 15 per cent. The increase of commitment in the residential field is even greater. I mention these figures because I would like to consider them in relation to the whole investment operation carried out by these companies. The level of net mortgage

investment by these companies in 1952 absorbed about half of their total increase in assets during the year. Their mortgage holdings at the end of the year represented something more than one-quarter of their total assets. Present levels of institutional mortgage investment indicate that lending institutions are not just to maintain but to increase the relative importance of their mortgage portfolios.

Now to deal more directly with the terms of the bill before the House: The first amendment vests in approved lending institutions the power to act in an agency capacity on behalf of Central Mortgage and Housing Corporation. This is accomplished by adding paragraph (c) to subsection (1) of Section 3 of the present statute. That section provides that notwithstanding limitations that may be contained in other legislation, an approved lending institution shall have power to make loans in accord with and in the proportions mentioned in the National Housing Act. In this connection hon. members will recall that the Insurance Act normally limits mortgage lending by insurance companies to 60 per cent of the lending value whereas under the National Housing Act this is increased to 80 per cent by government participation. The section in addition authorizes lending companies to purchase mortgages from Central Mortgage. No change is made in these particulars. The new clause authorizes the agency provisions. It is being included by way of abundant caution. We felt that the present legislation is adequate but while lending institutions believe that they have the power to act as the agent of the Corporation, they indicated that they would feel more secure if there was an expressed empowering provision in the National Housing Act.

As hon. members are aware, under Section 31A of the National Housing Act the Corporation makes loans on its own account on terms similar to joint loans in communities of about 5,000 and less. Lending institutions have been servicing the larger centres of population. Last year, however, when mortgage money did not appear to be available to give full coverage of all areas in Canada, the Corporation was authorized by the Government to make an arrangement with lending institutions by which they could make loans in areas up to 50,000, with the funds being provided by Central Mortgage. Under the arrangement the companies administer the loans for the first two years, during which time they have an option under which they can purchase a three-quarters interest in the loan, thus reconstituting it as a joint loan. At the present time five companies have signed the agency agreement, and up to the end of the year 96 loans had been approved.

Another provision in the bill empowers the Corporation on its own account to make supplementary loans for borrowers' charges. Under the statute, where there is a joint loan in existence the company and the Corporation together may make a supplementary loan to a borrower for the purpose of protecting the mortgage security. It would be helpful if the Corporation had the same power in respect of direct corporation loans to meet emergency cases that might arise. As an example, there might be a failure of a central heating plant in a large housing development financed by the Corporation after a period of years and the owners might not be in a position to finance the installation of a new plant. This would mean that the project would not be rentable. In order to put the project in a position to operate, the Corporation could finance by way of supplementary loan the cost of such installation. While we do not look forward to cases of this kind arising, it is considered that the Corporation should have such authority.

Parliament is being asked to amend the section in the National Housing Act that established the integrated housing plan. As hon. members know, under these provisions in the Act the Corporation is authorized to enter into contracts with builders to encourage the construction of houses for sale to veterans. The existing legislation provides that such contracts shall require the builder to finance the construction of the houses under the provisions of the National Housing Act and to offer the houses so built for sale at a price not exceeding the price fixed in the contract with Central Mortgage. The section further provides that the Corporation shall agree to purchase from the builder any house that he is unable to sell on the market. It is now proposed that in return for the Corporation's undertaking to repurchase a house, the builder should pay a premium at a rate to be established by the Governor in Council. It is proposed further to amend the integrated housing section by enlarging the class of persons to whom houses can be offered in the first instance by builders to include defence workers as well as veterans.

The arrangement is that for a certain period after the completion of the house the builder cannot consider any applications other than those of veterans and defence workers. After the expiration of this specified period the house may be

offered on the market at or below the fixed price. If he is unable to sell it within a certain period the builder may then require the Corporation to take the house off his hands.

Then, too, there are revisions of the sections which provide for the cumulative statutory votes. For home ownership loans and losses under the previous housing acts and the existing Act an increase is sought from $300 million to $500 million, while the cumulative total requested for rental housing loans is $250 million, instead of the present $150 million.

The rent control period for rental insurance projects in the present legislation is being dealt with. The amount of rent that may be charged by a borrower in respect of each unit of a project financed under the rental insurance plan is limited by an agreement between the Corporation and the borrower.

Under the present legislation the period of control, which is three years, runs from the date of completion of the entire project. The provision has worked a hardship in the case of very large projects in which the completion dates for the various units may extend over a period of years. The new legislation would permit the rent control period to be on a unit basis. Administratively, it will be dealt with by groups of units.

The bill contains a revision of the rehousing sometimes referred to as slum clearance, provisions of the National Housing Act. Section 12 of the Act provides for federal grants to a municipality to assist in clearing, replanning, rehabilitating and modernizing slum areas or blighted or substandard areas.

As it presently reads, Section 12 authorizes the Minister, with the approval of the Governor in Council, to make a grant to a municipality to assist it to acquire and clear a slum area. It is a condition of the grant under the present legislation that the area which is acquired and cleared be sold to a limited-dividend housing company for the construction of a housing project under Section 9 of the Act, or to a life insurance company for the construction of a housing project under Section 11. As hon. members know, Section 9 provides for loans for low rent housing, and Section 11 authorizes lending companies to proceed with the construction and operation of low and moderate rental housing.

At present the amount of the grant must not exceed one-half the difference between the cost of the acquisition and clearance of the land the price at which it is sold to a limited-dividend company or a life insurance company. The remainder of the excess costs must be borne by the municipality or by the province and the municipality jointly. The proposed amendment provides that in addition to the possible sale of the land to a limited-dividend company or a life insurance company it may also be sold to a province and Central Mortgage and Housing Corporation jointly for a housing development under Section 35 of the National Housing Act. This is in accordance with the recommendation of the standing committee on banking and commerce after it completed its study of the annual report of Central Mortgage and Housing Corporation last year. The basis of sharing the costs of acquisition and clearance will remain unchanged. The cost of the future development under Section 35 will be borne 25 per cent by the province and 75 per cent by the federal Government. The present legislation requires that the cleared area be redeveloped for housing purposes. The proposed amendments will permit the cleared area to be used either for housing purposes or for a municipal, provincial or federal public purpose, provided that the municipality makes available for a housing development an alternative area of a size sufficient to house at least the same number of persons as were living in the cleared area. The provision relating to the use of an alternative area will apply only where the slum area to be cleared is designated on the municipal plan for use ultimately for public purposes.

In conclusion, Mr. Speaker, I would like to explain that part II of the bill comprising Sections 8 to 15 constitutes a rewrite of Sections 1 to 7....

Mr. Donald M. Fleming (Eglinton): Mr. Speaker, it is evident, both from the terms of Bill 339, and from the interesting statement just made to the House by the Minister, that we are dealing with a bill of limited objectives and limited extent. Indeed, contrary to the expectations of some hon. members, the bill does not seem to go much beyond the terms of the resolution debated in the House on April 21.

Sir, I am sure there will be no question as to the desire of the House to give full support to the bill, limited as its objectives may be. Indeed, it may be said that at no time has Parliament hesitated, when called upon to enact housing legislation in any form which would be of assistance in meeting this great and still pressing problem.

Similarly, when questions have arisen—and I refer to the entire post-war period—as to making greater sums of money

available from the consolidated revenue fund for the assistance of housing, and to implement sound schemes, there has never been any hesitation on the part of Parliament to provide what was required. Therefore it may be assumed that while the bill may not go as far in its objectives as some may have hoped, nevertheless to the extent that it does attempt to improve our housing legislation it will, I am sure, have the support of hon. members.

The Minister said less than I had hoped he would say concerning the need for housing in Canada....

Mr. J. W. Noseworthy (York South): My criticism of the bill before us, Mr. Speaker, is that, as a bit of patchwork of tinkering with the National Housing Act, it has some merit. But it does not touch the root of our housing problem. When speaking during the resolution stage of this matter on April 24, I pointed out that, although the Government has been negotiating with the finance companies and the real estate companies ever since the war, it has not yet evolved a housing policy that has met the situation.

The facts, as I pointed out, are that the backlog of housing that existed at the end of the war still exists and has increased....

Mr. E. G. Hansell (Macleod): ...I think all hon. members will agree that what is needed is some action which will enable those of low income to purchase their own homes. That can be done only by offering them low initial payments, in the first instance. I am not opposed to the procedure of borrowing on homes. As I have said before, most people would not own their own homes if they had not had the opportunity of borrowing money in the first instance. However, there are vast numbers of young married people who are now starting out in life—and perhaps some older people too—who are in the lower income brackets, who are paying rent, sometimes high rent which takes up a great proportion of their income. These are people in the lower income brackets who could not possibly begin to build houses because they have not sufficient money to make the initial payments....

Mr. George H. Hees (Broadview): ...I should like to deal with the question of the interest rate and the amortization period. On National Housing Act loans it is necessary to pay 5¼ per cent interest, and to pay the loan off over a 20-year period. This requirement makes it extremely difficult indeed for a person earning a modest income to carry the charges on a new house. I should like once again to cite what has been done to meet this situation in the United States. There, loans are made at rates as low as 4 per cent, and the amortization extends over a period as long as 30 years. This provision has made it possible for people earning a modest income to carry the charges on a new house....

Mr. John Hunter (Parkdale): ...Let us try to get down to the facts of this situation. I was interested in some of the suggestions offered by the hon. member for York South (Mr. Noseworthy). He suggested there should be direct loans by Central Mortgage and Housing Corporation at 2 per cent. That is very thought-provoking and most attractive. I think most of us would like to be living in houses where the mortgage was only 2 per cent. The great bulk of the mortgage money in this country is let out by the lending institutions, by the insurance companies, the loan companies and so on.

In the case of the insurance companies, that is the money of the policyholders, and in the case of the loan companies, it is the money of the shareholders. The insurance company is holding that money in trust for its policyholders and it is their duty as trustees to invest it properly. Is it their duty to let out that money at 2 per cent when they can get 5 or 6 per cent? Obviously it is not.

If direct loans are made by the Government at 2 per cent there will be absolutely no participation by the lending institutions. It would be against their duties as trustees to lend money at that rate of interest. That means that the Government will have to provide the money. As the last speaker said, let it be an investment of government funds. What a delightful phrase, government funds. You would think that that was some mysterious money that did not come from anywhere and did not hurt anybody. We will just lend these government funds, we will just lend unlimited money for housing at 2 per cent. At the rate at which money is being loaned for housing at the present time, and with the interest which you would get with money available at 2 per cent, it would mean roughly $1,000 million a year. It would certainly be well over $700 million or $800 million. That could be raised only by taxation of the Canadian people because these mysterious government funds are nothing but the money of the people.

They are advocating that this Government tax the people of this country approximately an extra $1,000 million a year....

The hon. member for Broadview said some interesting things and on the whole he deals with them sensibly. He referred to the lack of serviced land. We all know that that is true. It is a difficult problem and it always will be with the type of municipal set-up we have in this country. Possibly it would be a difficult problem with any other type of municipal government. We all know that taxation on housing simply does not produce enough revenue to pay for schooling and other services. Most municipalities which have any type of planning board want about 35 per cent of their assessments in the form of industrial assessments. Until they get that 35 per cent they are not going to approve a plan for serviced land for housing. Not only that, it takes a large builder to service land today. The municipality is not interested in servicing land itself and putting out debentures, as used to be done. When a builder comes to them with a plan for a hundred acres, or whatever it is, they say they will approve it if he will put in the roads, guarantee the school debentures, put in the storm sewers, the water mains, the gutters and so on. All these items of service drive up the cost of the houses because they all cost money....

Another suggestion was that the down payment should be much less, possibly no more than 10 per cent. But does that solve the problem? With a down payment of 10 per cent you immediately require a loan of $9,000 instead of $8,000, and that increases the monthly amortization payments. Under the regulations of Central Mortgage and Housing Corporation the monthly payment, including interest, principal and taxes, should not be more than 23 per cent of the person's salary. You would be surprised at how many peope would be brought outside that provision of 23 per cent if an extra $1,000 were added to their loans. Most purchasers of these low-cost $10,000 homes are buying them within a very few dollars of the 23 per cent provision. As soon as you add another $1,000 to the loan you defeat your purpose—you would then have houses but you would have no purchasers.

The hon. member, along with others, suggests that the interest rate is too high and the amortization period too short. As I have said already, if we are going to get the lending institutions to put their money into the mortgage field the mortgage interest rate must be at a level which will attract them away from other investments....

Mr. J. G. Diefenbaker (Lake Centre): ...Certainly no one wants the Government embarking on an expenditure orgy such as was contemplated in such horrendous terms by the hon. member for Parkdale (Mr. Hunter); but on the other hand the Government, having embarked on a policy of endeavouring to provide housing accommodation for so large a portion of the population as is possible, should endeavour to remove those anomalies which exist in the law or the regulations and which in any way tend to reduce that maximum production of building units which is the avowed purpose of the legislation....

Mr. David A. Croll (Spadina): ...The Minister told us today that the most pressing problem in the production of housing was the need for serviced land. I think it is the conclusion of hon. members, from what has already been said that the most pressing problem is the shortage of mortgage money. The Minister indicated that life and fire insurance, trust and loan companies were the main sources of private mortgage money. He told us today that their mortgage holdings represent a quarter of their total assets. I have no doubt his figures are correct; but it is not enough.

Mr. Fortin, secretary-treasurer of the Dominion Mortgage and Investment Association said, in respose to a request for mortgage money, "But there is not enough money to go around". He said that some projects must be postponed, and that house-building mortgages must take their share of the postponement. His words appear in the *Globe and Mail* of March 25, 1953.

Last year Mr. Mansur, giving evidence before the standing committee on banking and commerce, said that 10,000 additional starts would have been made if mortgage money had been available in 1952. This means that we lost the use of some 10,000 houses during 1952 because we did not have enough mortgage money. That is a very serious matter.

Since 1947, under Section 31A of the National Housing Act, there is authority to the Corporation to make loans on its own account when joint loans are not available from lending institutions. To meet the shortage of mortgage money, direct loans have been made available in municipalities under 5,000. In August of 1952 that was extended to communities under 50,000, such as Oshawa, Barrie, Brampton, Orillia and similar municipalities. Then today the Minister said in his statement:—

> The introduction of the agency arrangement in 1952 by which the corporation extended the direct loan facilities of Section 31A to cities of from 5,000 to 50,000 population is already a step in that direction.

Up to the present time 96 loans have been made under that section of the Act. The Minister knows how disappointing that is, in my view; because we are not coming to grips with the problem. I think that in the main the Minister and the Government are doing an excellent job on housing; but a new problem has arisen, and we are not facing up to it. Financing today, above all things, is limiting our ability to build houses. There just is not enough money now available to build homes. Therefore credit-worthy Canadians cannot obtain the money which ought to be available to them.

I recall very well when the occasion arose in the house to increase interest rates. It was then said—I do not suggest it was said by the Minister but certainly it was said outside the House—that if we wanted to make it attractive to the mortgage companies we had to increase the interest rates. Well, we did that; and almost immediately more money came on the scene. Now we find we are getting another squeeze. I am suggesting to the House that this is another attempt being made to increase interest rates once again.

If there is no inclination on the part of the Government to expand the loan program, surely there is an opportunity to increase the joint loan. At the present time we are participants to the extent of 25 per cent. We could participate to the extent of 50 per cent, which would make 25 per cent more money available to the public generally by way of conventional or direct loans from the mortgage companies. This would help the mortgage companies to provide available funds in order to provide more housing.

I think it would do more than that. What I am saying to the House is that if we participated to the extent of 50 per cent instead of 25 per cent it would also decrease the fear of the lending institutions against a lower down payment, or a longer amortization period. Consequently it would make it easier for people in Canada who need houses to obtain them.

If more mortagage money was available at the present time it would have an effect upon construction costs. If builders were able to plan so that they could use mass-production methods and undertake large-scale building projects, they could bring down the cost of housing. But they are unable to do that at the present time, because they cannot obtain forward commitments for mortgages.

I am considerably disappointed to find that it is necessary for us to beg money from lending institutions, on their terms; still it is not available to a great many Canadians who do not want it for speculation purposes, but merely to build homes. In the House of Commons we talk about encouraging people to live in their own homes. That is the way it should be. But on the other hand we are not doing too much to make that possible. I think the time has come when a credit-worthy Canadian ought to be able to obtain whatever funds he requires to build a home for himself and his family. If mortgage and lending institutions in this country are not prepared to make the funds available, then it is the duty of the Government to make them available. I am not talking about 1 per cent money; I am not talking about 2 per cent money. If it costs the Government 3 per cent then we will charge 3 per cent, and one-quarter per cent to cover the overhead. I am not asking for a subsidy from the Government or from anyone else. All I suggest is that there is a real and vital problem which concerns all of us, and which is not receiving the attention it deserves....

Immigration

April 23

Hon. W. E. Harris (Minister of Citizenship and Immigration): ...And now, Mr. Chairman, I would like to take just a very brief look at the future. The Government is fully aware that Canada needs more people, that we cannot fulfil our destiny and develop our resources with a population of only a little more than fourteen and a half million. The Government is fully aware that natural increase will not alone provide the population we must have. The Government is aware also of the fact that the difficult times we had in the 1930's had an effect on the natural increase and the number of Canadians reaching working age is lower than normal at the present time. Accordingly the Government will continue its program of immigration to stimulate Canadian growth and Canadian development.

To give effect to this, we are now selecting immigrants on a very wide basis. First priority, of course, is being given in all countries to the movement of close relatives of people already established in Canada. I believe hon. members will agree with this. However, the close relatives are only a percentage of those we are selecting now. For instance, in all countries where we have immigration offices, outside of

Asia, we are selecting, in addition to the close relatives, anyone who meets our qualifications and for whom there are opportunities in Canada. There is one exception to the above; that is in the Netherlands, with which country we have an agreement for the selection of immigrants. In those countries where we have no immigration offices we are able to deal only with cases of close relatives and cases of exceptional merit.

The approach will continue to be a realistic one, with the development of our economy the guiding factor. We shall anticipate future developments as closely as we can and gear our immigration program to them, realizing as we do that the next few years will present greater opportunities for the growth of the Canadian nation than ever before, and that under these circumstances there is an obligation on the Government to seize the opportunity and make the maximum use of it, not only in the intersts of our people but in the interests of peace.

Canada has much to contribute to the peace of the world; and that contribution will be the greater as we grow in numbers, not only by natural increase but by the addition to our population of others who will acquire Canadian ways and add something to our national life, and who are quite prepared to play their part in building and defending their country of the future.

Mr. Gillis (Cape Breton South): ...This is a subject about which I do not think we have had sufficient discussion. In my opinion the whole future of Canada depends to a great extent upon what our immigration policy may be, and how well we plan it. In my view immigration cannot be discussed intelligently unless other related factors are considered. Immigration, employment and housing are in my opinion interrelated; and a considerable amount of study and planning must take place if our immigration policy is to be realistic and successful.

The Canadian Congress of Labour and the Trades and Labour Congress made representations to the Government within the last few months. They had a section in their brief dealing with this particular matter. They are not opposed to immigration, but they believe in planning it and considering all the factors related to it.

One of the fields that must be carefully surveyed by the Department of Citizenship and Immigration and the Department of Labour is the field of employment. Mr. Mosher, President of the CCL, speaking only last week in Saint John, New Brunswick, suggested that unemployment could be looked for from some of the signs they are seeing today, such as a growing resistance of employers to increased wages, the general unrest that is beginning to creep in which indicates a levelling off, and so on. With the curtailment of defence spending in the foreseeable future, pockets of unemployment might develop across the country. These are all things which the Department of Immigration should check closely with the Department of Labour.

I know that if you go across the country from the Maritimes to British Columbia you will find that in large industrial centres like Montreal, Toronto, Windsor and Vancouver there is growing uneasiness on the part of the industrial worker because of the influx of people from other parts of the world into those particular centres. I think that adds up to a lack of planning. If you have a recession in those areas you will have a bad unemployment problem. I think the whole matter of immigration should be predicated on developing the country, not just bringing them in and laying them down in the centres where there is employment. If we are going to develop Canada it must be opened up. You cannot continue to concentrate in the centres as we are doing at the present time....

What the Government professes to do is bring in only the kind of labour we are short of, when we are short and where we are short. But that is not always as easy as it looks. The National Employment Service may report a shortage of such and such a kind of labour today and may even predict that the shortage is likely to last for some time. But by the time the immigrants have been found, selected and shipped in, the shortage may have vanished or may even have turned into a surplus. Sometimes at the right time shipping is short, and at the wrong time it is long. To cap it all, immigration really comes under two government departments —that is what I was pointing out a few minutes ago—Labour and Citizenship and Immigration; and to the extent that there is consultation, co-operation and understanding between the two Departments with respect to employment, number of immigrants, class of immigrants and where they should be placed, to the extent that these two departments are working together and co-operating, then to that extent will the Government's policy be in line with what the requirements of the country are and in the right spots.

Has post-war immigration caused unemployment? From 1946 to 1951 inclusive we brought in about 625,000 immigrants. Total emigration in the same years was about 207,000. That many left the country. But many of these people entering the country do not come into the labour force at all. Total adult immigrants, less married women, numbered about 331,000, and total adult emigrants, less married women, about 112,000. Therefore net immigration into the labour forces in the whole six years was only about 219,000, and many of these people do not come into the labour market.

In the five years from 1946 to 1950 about 46 per cent of the male immigrants were classified as agricultural or trading. Most of these were probably farmers or small merchants. In 1951, the peak year for post-war immigration, net adult immigrants, less married women, came to about 85,700, and about 28 per cent of the immigrant workers were farming class, trading or professional. In the first six months of 1952 almost 31 per cent were so classified. As our total civilian labour force now runs to about 5,200,000, and our total of wage and salary earners plus unemployed to about 3,900,000, it is evident that immigrant workers form only a very small proportion of the labour supply.

This of course does not dispose of the question. If the cup is already full, a few drops will make it overflow. But until last fall, when unemployment started rising markedly over the year before, there was seldom any suggestion that immigration was responsible for unemployment. In Ontario, which got about half the immigrants for the years 1946 to 1950, unemployment was usually low enough that nobody bothered. Quebec had much heavier unemployment, but got only about 17 per cent of the immigrants. The Atlantic provinces, which had the heaviest unemployment of all, got only 5 per cent of the immigrants. In the fall of 1951 unemployment in Ontario, though still probably much lighter in proportion to total number of workers than in any other region, began to show spectacular increases over the year before. By April 1952, it was running close to double. In Quebec the increases were less spectacular and came later, but they started from a much higher level. Both provinces also showed big increases in a short time.

All you can deal with are the 1951 and 1952 figures because the figures are not available up to date. I think the figures that I am using show pretty well the trend in employment, and I think they dispose of the arguments that immigration from 1946 to 1951 was responsible for great unemployment. It certainly was not. The figures do not show that, although there is a marked trend in the road to unemployment at the present time.

In the nine months from October 1951 to June 1952 the number of immigrants to Ontario was more than 50 per cent higher than in 1950-1951. Immigration to Quebec more than doubled. Immigration to British Columbia rose nearly 80 per cent. At the beginning of July 1952, unemployment was higher than in July 1951 in every single region, almost 58 per cent higher in Quebec, almost 43 per cent in British Columbia, almost 38 per cent in Ontario, 21 per cent in the Atlantic region and 15 per cent on the prairies. It does not follow that this was the result of immigration. Only a detailed study of where the immigrants went and into what industries and what job would tell us that.

But it certainly looks on the face of it as if the last quarter of 1951 and the first half of 1952 would have been a good time to ease up on immigration. Instead, the Government seems to have done just the opposite. The Government might reply that unemployment will soon give way to shortages and then we will need the extra workers in a hurry. But even the *Financial Post* of July 5 said there would probably be more unemployment next winter than in the winter before. It had this to say:—

> Demand is not nearly as buoyant as had been expected ... It seems evident now that the defence program is getting to the point of levelling off, so far as labour demand is concerned. There may be an increasing demand for skilled workers but the overall picture will remain about the same.

Yet in the first six months of 1952 immigration of unskilled and semi-skilled workers was about 35 per cent higher than in the first six months of the year before, a slightly higher percentage increase than for skilled workers. This needs explaining, to say the least. In a discussion last evening on the matter of education I pointed out that you can go to the employment offices across the country and find large queues of unskilled workers, and at the same time the bulletin boards in the employment offices will show that there is quite a demand for skilled workers, mechanics, toolmakers and so forth. We have not been placing enough emphasis on the matter of vocational training in this country, and we have been importing unskilled labour when there is an oversupply in the country at the present time.

The immigration figures for skilled and unskilled workers that I have just quoted

show very clearly that we are aggravating a situation that is already bad. Our selection of immigrants should be along the lines of the requirements of the country, but in the last year we have imported unskilled labour when we should have been bringing in skilled people to fill vacancies that already exist at the employment offices. We have been carrying on practically no vocational training in the country to train our own people who are in the queues of the unemployed at the present time.

That is why I said it was so important that the Department of Labour and the Department of Citizenship and Immigration should work closely together. I know that the Department of Labour has the information and the trained personnel who can put their fingers on any given situation across the country in the field of employment, with respect to where immigration is needed, what kind of immigrants, etc. I know the Minister of Citizenship and Immigration understands this just as well as I do, but he is a busy man with a big department to handle. He is pestered a lot by Members of Parliament and others, and it does no harm to check his memory on these things....

April 24

Mr. E. D. Fulton (Kamloops) ...Last night the Minister made a general statement on immigration... The Minister in introducing the second part of his remarks said at page 4328 of *Hansard:*—

> And now, Mr. Chairman, I would like to take just a very brief look at the future.

We hoped that we would get a very definite and positive statement of Government policy, but I feel that most of us who hoped that will be disappointed in that the Minister's statement, while a statement of broad general principles; was not what we had hoped to have in the way of a statement of policy. There is in it no indication of specific objectives or of specific limits of the broad general principles which are going to be applied by the Government in giving effect to those principles. In view of the importance of the subject I do think that we are entitled to know just what the concrete, positive program of the Government is with respect to immigration into Canada in the next few years. To what countries are we to look for the major sources of inflow of population? What limits of numbers or what objectives with respect to total immigration has the Government in mind or what is it seeking to achieve in bringing people into Canada?

We are still left with the question, quite unanswered, of exactly what that means in terms of numbers of people coming into Canada, and arrangements for their reception, their employment and their housing —all matters which, as the Member for Cape Breton South has pointed out, go hand in hand with immigration policy. We are left without any information on those specific subjects and I must say, Mr. Chairman, that although the Minister refers to a program of immigration to stimulate Canadian growth and development, and says that such is the Government's policy, my impression is rather to the contrary. My impression is that the Government is certainly not doing very much to stimulate immigration in the sense that it will contribute to the growth of Canada, but rather the Government is following an extremely cautious policy. I have the feeling, anyway, that there is some slight pressure on the brake pedal, and that rather than stimulating the growth and development of Canada we are hardly keeping pace—if we are in fact keeping pace it is only just keeping pace—with the demand which, as the Minister said, the nature and future of Canada makes for an increase in population. In particular, we are hardly keeping pace with the demand for farm workers. I think anyone coming from an agricultural constituency will agree that there is a considerable shortage of farm workers, and that the Government's immigration policy does not seem to be in tune with the necessities in that regard....

Unemployment Insurance

May 4

Hon. Milton F. Gregg (Minister of Labour) moved that the House go into committee to consider the following resolution:—

> That it is expedient to introduce a measure to amend The Unemployment Insurance Act, 1940, to provide for the payment of unemployment insurance benefit to insured persons who, while otherwise unemployed and entitled to benefit, become incapacitated for work by reason of illness or injury.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

Mr. Gregg: The effect of the bill to be founded on this resolution will be that a person who is in receipt of unemployment insurance benefit will continue to receive such benefit, notwithstanding the fact that he may be incapable of or unavailable for employment by reason of illness, injury or quarantine.

The law as it now stands requires the Unemployment Insurance Commission to deny benefit to a claimant in respect of any day on which he is incapable of or unavailable for work. These are normal conditions for the orthodox type of unemployment insurance, and they were essential during the early development of the Canadian scheme. We now seek to modify those conditions.

Experience has shown that considerable hardship resulted from the application of the conditions to which I have referred, in that benefits were denied unemployed persons simply because they fell ill or were injured. I think that we can all agree that a person who is unemployed, and drawing benefits, needs these benefits when he is sick just as much as and more than when he is well. The desire to do something about it has been in our minds for quite a while, and the delay in putting such a plan into effect has been caused by long and intensive study to see how jurisdictional and administrative difficulties might be overcome. In fact, Mr. Chairman, the extension of this study is the only reason I am so late in the session in introducing this legislation. I believe that most of these difficulties have now been solved in so far as they are related to the step now proposed.

I feel that I should point out to hon. members that this proposal does not extend to the insured worker who becomes unemployed because of sickness or accident. However, benefit can be paid to such a worker after he has recovered from the illness, if no suitable work is then available for him.

There will be no change in the rate of benefit nor in the method by which the duration of benefit is established. I am unable to give a precise estimate of the added cost to the fund. It is not felt that the plan will add materially to the number of insured persons filing claims for benefit. It will of course increase the number of days for which benefits are paid. It is felt that the proposal can be taken care of, for the present at any rate, without asking for additional contributions to the unemployment insurance fund. I do not believe that the additional cost of administration will be great.

It is realized that the proposed amendment does not go as far as has been suggested by the labour congresses, by some members of this chamber and by others. However, the plan will give the Commission some very useful experience in this further extension of unemployment insurance benefits.

The proposed amendment has been considered by the Unemployment Insurance Advisory Committee and that committee has been pleased to report favourably thereon.

I recommend the resolution to the committee.

Resolution reported, read the second time and concurred in.

Mr. Gregg thereupon moved for leave to introduce Bill No. 366, to amend the Unemployment Insurance Act, 1940.

Motion agreed to and bill read the first time.

May 6

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 366, to amend the Unemployment Insurance Act, 1940.

Motion agreed to, bill read the second time and the House went into committee thereon, Mr. Beaudoin in the chair.

On Section 1—*Illness during benefit period.*

Mr. Gregg: Mr. Chairman, I propose to make only a very brief statement. ...It has to do with the availability of suitable work for an unemployed worker when he becomes sick. On that point I shall make a brief and carefully prepared statement. As is evident, the amendment has to do with Section 27 of the Act. That section contains three basic conditions precedent to the payment of benefit. These three conditions must be met for every day the benefit is paid. They are, of course: (a) that a person must be unemployed; (b) that he must be capable of and available for work; and (c) unable to obtain suitable employment.

The first of these, as I have indicated, is that the claimant must be unemployed, and the second and third are as I have stated them. The amendment modifies the second condition and allows the payment of benefits while he is incapacitated by reason of illness, injury or quarantine. The two other conditions, namely, that he must be unemployed and unable to obtain suitable employment, remain exactly as they were. The claimant must still prove that he is unemployed and he must still prove that he is unable to obtain suitable employment. When a job is offered to a claimant he will not be disqualified if he proves that he is genuinely ill. But if he fails to prove that he is ill, he will then be disqualified under the normal procedure of the Act.

I am sure that the work test that was and is still in the Act will be used by the Commission in a judicious manner in order

to prevent any abuses of the fund. Generally I am quite confident that the insured population will not abuse their rights under the amendment to the Act. On the other hand, the Commission will apply the extensions fairly and generally and in a humane manner but will stand ready to use its powers to prevent any unwarranted claims on the fund....

Mrs. Fairclough: I take it from what the Minister has said that a beneficiary who is ill must prove his illness in some manner or that he cannot make his regular report because of illness. That means practically that he must have a doctor's certificate to that effect.

Mr. Gregg: May I interrupt? What I said was that when a job is offered to a claimant who is ill he will not be disqualified if he proves that he is genuinely ill.

Mrs. Fairclough: That is a different point entirely. It is not necessary for him to prove that he really is ill. In other words, he still collects the benefits on his word that he is ill provided no employment is available. But when employment becomes available it is necessary for him to prove that he is genuinely ill. That really adds considerably to the scope of this amendment because it means that if work becomes available and he is genuinely ill he continues to collect those benefits for the period of time for which he is entitled to benefits.

Mr. Gregg: That is correct.

Mrs. Fairclough: In that case I would think that the amendment has gone far beyond the scope of what appeared on the surface when it was first brought down. I think it is a good step in the right direction.

Mr. Knowles: What machinery is provided to enable a person, who continues to be eligible to draw benefits, being able to actually collect those benefits? At the moment an unemployed person who qualifies for benefits collects those benefits by reporting each week. What will be the machinery for collection in the case of a worker who has qualified, starts to draw benefits, and then because of illness is not able to report? Can someone else report for him? Can it be done by mail? What is the plan?

Mr. Gregg: It is not with any intent of avoiding answering the question, but I hesitate since that is one of the things the Commission is working out. I would not want to tie their hands or embarrass them by giving a spot answer. All I can say is that the best and quickest possible method will be worked out and put into effect as soon as possible.

Section agreed to.

Section 2 agreed to.

On Section 3—*Illness during benefit period.*

Section agreed to.

Section 4 agreed to.

Bill reported.

Mr. Gregg moved the third reading of the bill.

Mr. Knowles: By leave.

Motion agreed to and bill read the third time and passed.

Fair Employment Practices Act

May 4

Hon. Milton F. Gregg (Minister of Labour) moved that the House go into committee to consider Bill No. 100 to prevent discrimination in regard to employment and membership in trade unions by reason of race, national origin, colour or religion.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

The Chairman: May I point out that this bill has been considered by the standing committee on industrial relations and reported to this House with amendments to Section 2, Section 4 and Section 6 and a Section 13 added.

On Section 1—*Short title.*

Mrs. Fairclough: Mr. Chairman, I think the amendments which the Minister will move in due time and which were suggested by the committee have substantially improved the bill. I must say that I am in complete accord with every one of them, and I think the committee as a whole was in accord with the recommendations which were finally forwarded....

There is only one other comment I would like to make, and it is that I still regret that provision was not made in this bill for an educational program. I think the whole matter of education should go hand in hand with the administration of this bill. I know you cannot promote such a program unless provision is made to pay the cost of it. The very fact that no provision is made for an appropriation for this work would indicate that there is no intention to proceed with it. I do not mean to say that there is no intention to proceed with the administration of this Act, because I understand that plans are already under way to take care of it within the existing structure of the department. I feel that the officers of the department are fairly well loaded down with work, and that at best it could not receive the attention which is due to such an important piece of legislation. As I said on a previous occasion, I see no

provision in the bill for the educational program which I am certain is necessary if this legislation is to attain its full scope.

Mr. Gregg: Ever since this matter was under consideration, without mentioning the *verboten* word "education" in this House, I have always considered that Section 10 on page 5 of the bill takes care of the situation. It reads as follows:—

The Minister where he deems it expedient may undertake or cause to be undertaken such inquiries and other measures as appear advisable to him to promote the purposes of the Act.

Provided, as the hon. member has said, the cost of such measures are covered in the estimates, I have taken that as authority to carry out the kind of thing she has in mind.

Section agreed to.

Sections 2 to 12 inclusive agreed to.

On Section 13—

Mr. Knowles: Mr. Chairman, Clause 13 was one of two clauses which some of us did not think exactly necessary but certainly we have no objection to it. I believe it provides that the Act shall come into force on the 1st day of July 1953. We are glad to give the department that much time to get ready to put the Act into operation and we think that it is a matter of sufficient significance to call attention to the fact that this important piece of legislation will come into effect on Canada's birthday, July 1.

Section agreed to.

Bill reported, read the third time and passed.

Voluntary Revocable Check-off

May 5

Mr. A. F. Macdonald (Edmonton East): Mr. Speaker, I beg to move, seconded by the hon. member for Spadina (Mr. Croll):

That the second report of the standing committee on industrial relations presented on Tuesday, April 28, be now concurred in.

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, before this motion for concurrence in the second report of the standing committee on industrial relations is carried, I should like to say just a few words. As hon. members are no doubt aware, the second report of this committee was tabled on Tuesday, April 28, and indicated that the committee had endorsed the principle of Bill No. 2 and recommended that the principle of the said bill, together with the submissions included in the printed evidence, be studied by the Government in connection with its review and proposed revision of the provisions of the Industrial Relations and Disputes Investigation Act.

No doubt hon. members are aware that Bill No. 2 is my bill which called for writing the check-off of trade union dues into the federal labour code. I certainly would not take the time of the House now to go into this matter at any length as it has been debated frequently in the House. Some of us would have liked to have seen progress made in the form of a legislative enactment at this session, but we are at least glad that this much progress has been made. After my bill having been defeated on several occasions, its principle has now been endorsed by the committee, and the motion now before us proposes that the House likewise endorse it and recommend to the Government that the matter be studied.

I think attention should be drawn to the fact that the request for a study of this matter includes more than just what was in the bill. It asks the Government also to study even more advanced ways of providing union security as suggested in some of the submissions included in the evidence that has been laid on the table of the House by the industrial relations committee.

As I say, some of us had hoped that we might get further than this at this session, but at least we are making progress. I trust that the study that will be made of this measure on the recommendation of the committee will result in some form of the check-off being written into the federal labour code at the earliest possible date.

Old Age and Blind Pensions

May 11

Mr. Stanley Knowles (Winnipeg North Centre): ...we appear to be coming to the end of this Parliament, we appear to be approaching a general election, without anything having been done by the Government that is now in power with respect to the amount that is paid to our old age or blind pensioners.

This 21st Parliament of Canada has to its credit that it took a very important step when it removed the means test from the old age pension for those aged 70 years and over and made certain other changes, such as starting a pension at age 65, but the amount of $40 has not been changed since just before the election of 1949. In that period of four years the cost of living for our old age and blind pensioners has gone up tremendously. Likewise, in that period of time Canada's productive capacity has soared to a startling degree. Yet no steps have been taken to pass on to our

old age pensioners, or to the blind, their share of that increased wealth of this country.

My case is simple and it can be put very briefly. I feel that steps should be taken to increase the amounts of the old age assistance pension, the old age security pension and the blind persons' allowances to a figure of not less than $60 a month. I suggest that figure because of what I referred to a moment ago, namely the tremendous increase in Canada's productive capacity since 1949. I take that year because that is the year in which the $40 a month figure was set. In 1949 our gross national product was of the order of $16 billion. For this year the Minister of Finance (Mr. Abbott) says that it will be of the order of $24 billion. In other words, in that period of four years we have experienced and achieved a 50 per cent increase in our gross national product, in the capacity of the Canadian people to produce real wealth.

I suggest it is only fair that we pass on that same proportion to our old age and blind pensioners by increasing their pensions by at least 50 per cent. I know there are hon. members in the House who will say immediately—they are probably saying it in their own minds—that while they agree with me in spirit that our old age and blind pensioners deserve this increase, they are asking themselves the question: Can we afford it? What will it cost?

To increase these pensions by the amount I have suggested would cost of the order of $200 million. I arrive at that figure by computing the total amount that the Dominion and the provinces are now paying to our elder citizens and to the blind, and I find it is something less than $400 million. To increase these pensions by 50 per cent would therefore involve an increased payment out of the wealth of this country of about $200 million.

May I point out that in this very year the Minister of Finance indicates that we shall increase our gross national product by five times that amount, namely, by $1,000 million. May I point out also that since 1949, when the figure of $40 a month was set, we have increased our national production by $8,000 million. I suggest that to propose that we use $200 million out of that $8,000 million for this purpose is asking for little indeed....

Mr. Howard C. Green (Vancouver-Quadra): ...I believe that a message should go forward from this Parliament to the new Parliament of Canada indicating that we believe this whole question should be thoroughly reviewed by that new Parliament. Such action cannot be taken this Monday morning or this week. The question would have to be carefully investigated, probably by a committee such as that which some years ago dealt with the old age security problem and the problem of our blinded Canadians.

I am convinced that these problems are of sufficient importance to warrant such a careful investigation by the new Parliament....

Mr. J. H. Ferguson (Simcoe North): ...The Government should let the country know that they have the problem on their minds constantly. I am willing to go so far as to say that I do believe that the Minister of National Health and Welfare (Mr. Martin) does have this problem constantly on his mind. He must know, as we all know, that the present old age security rate is not adequate considering present-day costs of living. I am sure that this matter will have the consideration of the new Parliament, that it will not be dilly-dallied with, and that some figure will be arrived at in keeping with the necessities of today's cost of living. I believe that the new Parliament will not waste any time and will immediately enter into discussion of this particular subject....

Mr. H. O. White (Middlesex East): ... some time prior to the election of 1949 I suggested to the House that not only old age pensions but other pensions should be hooked to the cost of living index. Whatever government was in power would not have to consider this recurring problem if that were done. As the cost of living went up or went down pensions would be adjusted accordingly....

Hon. Paul Martin (Minister of National Health and Welfare): ...As the hon. member for Winnipeg North Centre has stated, this proposal would impose another burden of some $200 million on the people of Canada. I should observe at this time that since last Friday when my estimates were under discussion we have had proposals from the other side that would impose obligations on the people of this country by an additional amount of $1 billion. That has been just since last Friday—and those proposals come from a quarter that complains about the tax level which this Government has imposed on the Canadian people.

I remember well the words of the hon. member for Vancouver East (Mr. MacInnis) when he pointed out a few years ago that the only source from which social

benefits could be provided was the hard work of the masses of the people of Canada....

What does this proposal before us suggest? It suggests that we should give consideration to increasing the payments made to old age pensioners and blind pensioners under the Old Age Assistance Act, the Old Age Security Act and the Blind Persons Act—listen to this—to an amount commensurate with today's cost of living. There is no responsible social worker in Canada who would agree with that proposition. To make social security benefits dependent upon some particular contingency that would provide for a sliding scale of benefits would be a most unfortunate proposal. Supposing the national product of Canada went down to $5 billion, the result would be if we were to apply logic to the proposal, that the old age pensioners would receive benefits less than they are now receiving. For that reason, as the Minister responsible for this measure, I cannot undertake to give consideration to that particular proposal. I do not think it would be in the interests of the blind pensioners or the old age pensioners. I can say, as the Minister in Britain said, that I certainly will give consideration, as I always do, to old age pensioners and to blind pensioners.....

We are now committed, and I think rightly so, to a system of contributory payments, in part, towards our old age security fund; ...within two years this Government, through this Parliament and the parliamentary committee, brought in an old age security system based on the contributory principle, that can stand comparison with any, in fact, it is more generous than the old age security system of any other country in the world.

This Parliament, and this Government, was paying old age pensions along with the provinces to about 300,000 people two years ago. What are the facts now? The facts are that, as a result of the old age security legislation recently introduced to provide pensions without a means test, not 300,000 people but 686,127 people of 70 years and over are receiving pensions at the monthly cost of about $27 million, representing a total federal expenditure of $334,916,000 a year. A year and a half ago we were paying old age pensions, on federal account, of some $100 million. The federal Government, without any assistance whatever now from the provinces, together with the contributions made by old age security pensioners themselves, is now paying three and one-half times what we paid formerly to our aged citizens.

The hon. member speaks as though there was callousness on our part towards these people. He forgot to point out also that 87,000 people are now receiving old age assistance at a monthly cost of over $1·6 million, or a total annual cost of $22 million, out of the national exchequer, apart altogether from the provincial contributions. He also forgot to point out the improvement in the allowance for the blind, and the increases over the years. In fact, there are over 6,000 blind persons now receiving, as a result of the Old Age Security Act, that assistance free of the means test. The hon. member failed to mention that, since this legislation was introduced, we have relieved the provinces of an $18 million obligation to the old age pensioners. The provinces have saved $18 million a year as a result of the assumption by the federal Government of responsibility for those 70 and over. As a result of that saving two provinces, Alberta and British Columbia, are providing supplementary payments to their old age pensioners. As a result of that saving two provinces, Ontario and Alberta, are providing disability pensions....

My final word is this. These matters are always being studied....

Department of Labour Estimates

May 14

Hon. Milton F. Gregg (Minister of Labour): ...The estimates are divided into two main categories: (a) votes required for activities under the jurisdiction of the Department of Labour proper; and (b) votes required for operations under the Unemployment Insurance Act. I shall take the Department of Labour first....

It will be noted that for 1953-54 I am asking for $665,297 less than was asked for in 1952-53. There is no substantial change in staff strength of the department. The estimates also include a new vote, No. 188, to provide for a women's bureau, and a substantial increase in vote No. 196 to implement a program for the rehabilitation of the disabled. I shall give more information on both of those later.

Another increase, it may be noted, is under vote 186, for the organization and use of agricultural manpower, but this is not a true increase, as an offsetting decrease is taken under vote 199 of the Unemployment Insurance Commission. I shall go into this more fully later.

I want to go back to the women's bureau. The women's organizations, speaking for large numbers of women, have been urging upon the Government for some time that there are special problems facing

women workers which should be given special attention. They say that adequate information is not always available in Canada pertaining to women workers, and that there is a need for more study and analysis of the basic facts about the employment of women and the opportunities for their employment. Also there appears to be need for intimate study of the particular problems of women in special situations, such as those who are both workers and homemakers or older women who might become self-supporting. It is believed that some women in employment are handicapped by some common prejudices of employers which are not founded on fact, and women think it is the responsibility of the Department of Labour to study the problems peculiar to women workers and establish facilities for making the results of such studies available to women's groups.

We therefore propose to establish a senior position in the Department to be filled by a competent woman whose duty it will be to keep in close touch with national organizations concerned with the problems of employed women, and to develop a women's bureau within the Department. Amongst the bureau's functions will be a continuing review of what is being done by governmental and other agencies in this field, and the establishment of means for making the information available. In doing this we are recognizing that the problems raised by women's groups deserve attention. At the same time we must take care to avoid any duplication of present services. I am confident that the new women's bureau will play a very valuable part in the improvement of the status of women in Canada's great production program.

I call your attention to item 196. I am going to take time to deal with that one at some length. The need for a properly co-ordinated plan to rehabilitate Canada's disabled civilians has become increasingly evident. Because of this, a national conference was called by this Government in 1951. The meeting of over 300 delegates, with every province officially represented, was sponsored by the Departments of National Health and Welfare, Veterans Affairs and Labour. Acting upon its recommendations a National Advisory Committee on Rehabilitation was set up. This committee, composed of official representatives of each province, the federal departments I have named, the medical profession, employers, labour and voluntary welfare agencies and universities, first met in February 1952. Since then it has met on two occasions.

In November of last year the executive of the Committee outlined to the Government the broad principles which they considered should be followed in a rehabilitation program. In keeping with the recommendations thus made to us, that is not only to this Department but to my colleague the Minister of National Health and Welfare, we hope to reach agreement with each of the provinces very soon regarding the steps to be taken. In the meantime, in Mr. Ian Campbell we have found a national co-ordinator with long practical experience in the rehabilitation field with the Workmen's Compensation Board of Ontario, proved good administrative ability and the possession of the qualifications necessary to organize and direct the newly formed Civilian Rehabilitation Branch. Since his appointment in June 1952, he has visited every province and has done something toward encouraging existing provincial, voluntary and civic efforts.

Under the provisions of the Vocational Training Co-ordination Act, through the special placement facilities of the Unemployment Insurance Commission services essential to rehabilitation can be, and are being, expanded. It is proposed that the present assistance now being given to the provinces under the Vocational Training Co-ordination Act be extended to include a new training schedule for the disabled....

Now, on the matter of decreases, the largest amount is under vocational training. This is not an indication that the Government is any less interested in this important program. We are more interested in it than ever before, because Canada's need for skilled workers is greater than ever before. The decrease in the vote is due to projects of a capital nature having been completed. These completed projects account for the full amount of the reduction. The Government is still assisting the provinces in providing youth training, apprenticeship training, which has gone forward with new vigour this last year, foremanship and supervisory training, and other classes which will assist in bringing skilled trades into our labour markets. It is also proposed to continue the payment of annual grants to relieve the provinces of a portion of the operational expenses of vocational schools.

The other comparatively large decrease is under vote 195, the movement of workers from outside Canada to work on farms and in other essential industry in Canada. We are asking for $110,000 less

for 1953-54 than was voted in 1952-53. This is possible because of smaller group movements and easier shipping conditions which will enable movements to be controlled to meet seasonal demands and thus avoid off-season maintenance costs.

I come now to labour-management relations, vote 182. There is practically no change in this vote, which is for the conciliation service. I wanted to mention one or two points with regard to it, because perhaps it is the most important single division of our work. Fifty-four cases were dealt with by conciliation officers under the Industrial Relations and Disputes Investigation Act during the fiscal year 1952-53. Of these 54 cases, settlements were secured in 30 cases by the conciliation officers' co-operation. Out of a total of 37 disputes dealt with by the conciliation boards, 23 settlements had been secured by March 31. Of the remainder, eight disputes were still in the hands of the boards at that date, and in four other cases board reports had been received and were under consideration. Apart from the cases in process as mentioned, in only two cases dealt with were settlements not achieved during the fiscal year, and in only one of these cases did strike action occur. This, of course, was the dispute that ended recently in British Columbia.

Now we come to the Unemployment Insurance Commission. Administration costs show an increase of $504,523. This is made up of increases in salaries, higher rents, increased stationery, supplies and equipment, and for alterations, maintenance and repairs of buildings housing commission offices.

The item for the transfer of labour to and from places where employment is available shows a decrease of $125,000 from the previous year. This is due to a readjustment whereby the Department of Labour made provision for the interprovincial transfer of workers under dominion-provincial farm labour agreements heretofore provided by the Unemployment Insurance Commission. Through the readjustment of these services under one appropriation, a saving of $60,000 has been effected.

In considering administration costs of the unemployment insurance program, it is essential to remember that these cover both insurance and placement activities. There has been a tendency sometimes to consider the amount that is paid out in cash benefits and take certain percentages of that amount for administration costs and say that is a very high percentage of administration cost; and so it would be if those administration costs were to cover only the paying out, bookkeeping, accounting and processing of the insurance itself. But that administration cost also covers the entire cost of the placement service in the national employment offices in over 200 centres across Canada.

The Commission operates a free—that is, free to the applicant—employment service available to all employers and workers whether engaged in insurable employment or not. That is an important fact to remember.

At the end of the fiscal year the regular staff of the commission numbered 6,917 as compared with 6,885 at the close of last year, 1951-52. The number of casual employees was 1,115 as against 1,140 on March 31, 1952. There are now in operation more than 200 local offices located across Canada from Newfoundland to the Pacific. They are administered by the Commission from Ottawa through five regional offices.

During the calendar year 1952 the number of vacancies filled—that is, job vacancies—was 969,916 as compared with 918,238 in the previous calendar year.

On the insurance side, the latest available figures show a balance in the employment fund, as at February 28, of $858,159,269. The total amount paid out in benefits since the inception of the plan, up to February 28 last, is $545,142,962. It will be quite obvious that the distribution of this appreciable sum has not only proved to be of great assistance to the direct beneficiaries, but has helped to maintain economic stability in our country.

Since contributions began in the summer of 1941, the sum of $1,070,082,806 has been paid into the fund by employers and employees. The Government's contribution has totalled $215,852,552. The sum of $117,223,515 has been added to the fund as the result of interest on investments and profit on sale of securities. The fund itself is invested in federal government bonds, or bonds guaranteed by the Government.

Mr. Chairman, in presenting my estimates for 1953-54 I should like to pay tribute to the loyal and devoted work of the staffs of both the Department and the Commission. More and more has it become necessary for these two government agencies, while maintainng their own identities, to co-ordinate many of their activities. This has been carried forward. I can assure the committee that every effort will continue to be made by both to improve their services to the people of Canada.

Standard Work Week in Canadian Manufacturing Industries, 1952

Plant Employees

Proportion of workers on 40-hour week increased to 40 per cent from 36 per cent between October, 1951, and October, 1952. Proportion of workers on 5-day week increased from 70 to 75 per cent in the year

The most significant change in standard weekly hours in manufacturing in October 1952, as compared with a year previously, was the higher proportion of plant workers on a 40-hour week. This was found in the annual survey conducted by the Economics and Research Branch, Department of Labour.

About 40 per cent of the workers were on a standard week of 40 hours as of last October, the proportion having increased from 36 per cent in 1951. A similar change took place in the proportion of workers on a 5-day week (75 per cent as compared with 70 per cent in 1951). Although a very considerable number of those workers who are on a 5-day week work more than 40 hours, it is apparent that the 40-hour 5-day week is becoming an increasingly popular work schedule.

A continuation of the trend in manufacturing in 1952 toward the 40-hour week, and in particular the 40-hour 5-day week, is borne out by figures in the accompanying tables. A comparison of the percentage distributions in the table which follows indicates the substantial changes that have occurred in the last five years. In 1947, the major concentration (30 per cent) was in the 48-hour group, whereas fewer than 20 per cent were on the 40-hour week. By 1952, only 13 per cent were in plants on a 48-hour week but 40 per cent were in those operating on a schedule of 40 hours or less.

Standard Weekly Hours	Percentage of Workers 1947	1951	1952
40 and under	18·9	35·8	40·5
Over 40, under 44	2·4	13·4	13·7
44	14·4	11·5	9·8
45	19·2	16·7	15·6
Over 45, under 48	4·7	2·3	2·3
48	30·3	14·4	12·6
Over 48	10·1	5·9	5·5

This article is based on returns from almost 6,700 establishments employing well over 800,000 plant workers. Information was compiled for 167,000 office employees as reported by about 5,500 units, most of which were made up of the office staffs of the above-mentioned industrial establishments. The survey was designed to ascertain the "standard" work week, defined on the survey forms as "the number of hours per week after which your employees would be considered as working overtime". Employers were instructed to disregard short time or regularly scheduled overtime in reporting on the standard week. In cases where work schedules varied by department within an establishment, the number of hours worked by the majority of the employees was requested.

Standard Hours by Industry

Manufacturing is divided in this analysis into 17 groups in accordance with the Standard Industrial Classification; among these groups the extent of the 40-hour week ranged from 16 per cent of the total plant employees in the leather products group to 81 per cent in the manufacture of petroleum and coal products (Table 3). In 13 of the 15 remaining groups, the percentage was 30 per cent or higher.

The percentage of workers on a 5-day week in the various industries ranged from 46 in the paper products industry* to 99 per cent in the manufacture of electrical apparatus and supplies. However, in all but 4 of the 17 groups, the proportion was greater than 75 per cent. The fact that these proportions are almost invariably higher than those for the 40-hour week indicates a considerable incidence of 5-day schedules of lengths other than 40 hours; the most common of these are 45, 44 and

*A considerable number of paper mills have gone on the 5-day week since the date of the survey.

TABLE 1.—STANDARD WEEKLY HOURS: CANADA TOTALS

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Establishments		Employees	
	Number	Per Cent	Number	Per Cent
Under 40	73	1·1	5,456	·7
40	2,078	31·1	321,536	39·8
Over 40 and Under 42	39	·6	4,582	·6
42	89	1·3	43,369	5·4
42½	305	4·5	47,679	5·9
Over 42½ and Under 44	100	1·5	14,358	1·8
44	1,069	16·0	79,601	9·8
Over 44 and Under 45	19	·3	1,590	·2
45	960	14·3	125,066	15·4
Over 45 and Under 48	266	4·0	18,877	2·3
48	941	14·1	101,741	12·6
Over 48	750	11·2	44,661	5·5
Total	6,689	100·0	808,516	100·0
On a 5-day Week	4,124	61·7	610,497	75·5

42½ hours. The average standard week of plant employees in each of the groups is shown below, arranged in order of length of schedule.

The figures in the left-hand column show the average of the standard weekly hours reported by the establishments in each industry. In the average figures, of course, the influence of an establishment with a large number of employees is greater than that of a small establishment. In the column at the right (modal group), the figures represent the work week reported by the largest group of establishments, regardless of size. In the case of industries where the average is not substantially different from the modal group, a certain degree of uniformity would appear to exist among large and small plants. In cases where the figures differ, a greater dispersion in the length of the work week is implied.* For example, in the transportation equipment group the average standard week is 43·1 hours, while the modal group, based on the classes used in the stub of Table 3, is "over 48". The influence of the 40-hour week in the large automobile manufacturing plants is seen in the average. However, the modal group reflects the influence of a large number of smaller establishments such as automotive repair shops and garages.

*For a study of the work week by size of establishment see L.G., Jan., p. 40.

Industrial Group	Work Week	
	Average (Weighted by employees covered)	Modal Group (Frequency by establishment)
Non-ferrous Metal Products	39·9	40
Printing, Publishing & Allied Industries	40·1	40
Products of Petroleum & Coal	40·8	40
Chemical Products	40·9	40
Clothing, Textiles and Fur	41·1	40
Electrical Apparatus and Supplies	41·5	40
Tobacco & Tobacco Products	42·1	40
Iron and Steel Products	42·3	40
Rubber Products	42·9	45
Transportation Equipment	43·1	Over 48
Miscellaneous	43·6	40
Wood Products	43·8	Over 48
Textiles (excluding Clothing)	44·5	40 and 45
Leather Products	44·7	45
Food & Beverages	45·0	48
Paper Products	45·1	48
Non-metallic Minerals	45·5	40

TABLE 2.—STANDARD WEEKLY HOURS BY PROVINCES

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees
Under 40 ..... %	1·4	·1	.....	.....	.....	.....	·7	·3	1·1	·9	1·1	·5	·5	·3	.....	.....	.....	.....	2·8	2·0
40 ..... %	8·5	36·8	16·7	25·1	9·7	33·9	7·2	4·5	25·4	23·3	31·4	46·9	37·5	45·1	24·6	42·5	25·2	40·3	63·2	70·0
Over 40 and Under 42 ..... %	2·8	·3	.....	.....	·4	·1	·7	·2	·3	·2	·6	·7	1·5	3·1	·7	·1	·4	·1	·5	·3
42 ..... %	.....	.....	.....	.....	.....	.....	.....	.....	1·6	5·3	1·5	6·1	1·0	1·1	4·1	4·9	·4	1·9	·7	7·8
42½ ..... %	.....	.....	.....	.....	1·5	1·7	1·4	1·2	2·8	4·8	6·9	7·8	5·7	11·6	1·4	·4	1·8	1·4	1·7	·7
Over 42½ and Under 44 ..... %	.....	.....	.....	.....	.....	.....	1·4	·2	1·4	1·3	1·9	2·5	1·5	·5	1·4	·5	3·0	3·9	.....	.....
44 ..... %	7·0	3·2	27·8	21·8	29·4	40·6	24·3	25·0	10·7	8·1	10·9	6·4	25·9	16·7	37·0	33·9	38·9	30·4	27·5	14·3
Over 44 and Under 45 ..... %	1·4	·1	.....	.....	·4	*	·7	2·3	·1	*	·3	·3	·5	·1	1·4	·3	.....	.....	.....	.....
45 ..... %	1·4	1·4	.....	.....	1·8	1·4	5·7	8·3	13·8	20·4	21·4	17·2	6·2	6·4	.....	.....	10·7	4·0	.....	.....
Over 45 and Under 48 ..... %	1·4	·7	5·5	1·0	1·8	·5	1·4	·1	4·5	3·7	4·8	2·0	5·0	3·8	·7	·3	4·4	2·8	.....	.....
48 ..... %	16·9	25·2	22·2	11·3	21·9	9·6	17·9	36·1	16·5	22·1	14·5	7·8	8·2	7·1	28·0	16·3	14·1	14·8	·8	·6
Over 48 ..... %	59·2	32·2	27·8	40·8	33·1	12·2	38·6	21·8	21·8	9·9	4·7	1·8	6·5	4·2	·7	·8	1·1	·4	2·8	4·3
Total Establishments and Employees *No.*	71	7,101	18	714	269	26,119	140	13,795	1,694	251,211	3,074	406,647	402	24,951	146	5,581	270	14,808	604	57,511
Percentage on a 5-day Week ..... %	11·3	38·5	11·1	20·0	14·1	40·7	12·9	11·4	62·2	68·2	72·7	86·4	54·0	67·0	29·5	45·3	31·5	46·0	70·2	81·2

* Less than ·1 percent.

TABLE 3.—STANDARD WEEKLY HOURS BY INDUSTRY

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Food and Beverages		Tobacco and Tobacco Products		Rubber Products		Leather Products		Textile Products (Except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing Publishing and Allied Industries	
	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees
Under 40 ..... %	·2	*	.....	.....	.....	.....	·4	·2	·6	·1	·7	·2	·1	·1	1·0	·1	9·1	16·7
40 ..... %	17·5	31·3	33·3	54·3	30·3	46·5	18·6	15·9	21·3	30·2	54·0	45·0	20·0	34·5	25·7	30·3	68·8	68·7
Over 40 and Under 42 ..... %	·5	·5	.....	.....	.....	.....	·4	·1	·3	·1	·9	·8	.....	.....	1·4	·2	·8	1·1
42 ..... %	·8	·3	16·7	23·0	.....	.....	·4	·1	·9	4·4	2·6	3·1	·1	·2	·3	·3	1·5	1·7
42½ ..... %	2·5	2·0	.....	.....	3·0	1·5	3·6	5·2	3·2	1·7	3·3	2·5	1·9	1·2	5·5	2·7	2·3	2·4
Over 42½ and Under 44 ..... %	1·2	·8	.....	.....	.....	.....	·7	·8	1·7	2·0	1·8	1·8	·5	·6	1·4	·5	·8	·4
44 ..... %	20·4	16·2	13·3	1·0	.....	.....	12·9	15·6	10·8	10·6	15·3	16·0	19·6	13·0	7·2	4·8	13·2	6·9
Over 44 and Under 45 ..... %	·2	*	.....	.....	.....	.....	1·4	1·4	·3	·1	·4	·1	·1	·1	.....	.....	·2	*
45 ..... %	11·4	13·4	16·7	11·6	45·4	44·1	24·0	35·0	21·3	17·4	10·2	17·3	15·9	17·3	18·5	8·1	1·9	1·7
Over 45 and Under 48 ..... %	2·4	2·0	6·7	2·8	6·1	4·0	6·4	4·4	7·9	5·6	3·3	5·2	3·9	2·5	2·0	·5	1·0	·4
48 ..... %	27·0	21·0	3·3	3·4	6·1	2·3	23·3	19·8	19·2	20·2	5·0	6·2	9·3	8·8	32·9	50·0	.....	.....
Over 48 ..... %	15·9	12·5	10·0	3·9	9·1	1·6	7·9	1·5	12·5	7·6	2·5	1·8	28·6	21·7	4·1	2·5	·4	*
Total Establishments and Employees ..... *No.*	1,047	102,846	30	7,370	33	16,192	279	19,339	343	56,355	793	61,787	766	59,348	292	62,519	484	26,872
Percentage on a 5-day week ..... %	31·1	49·0	76·7	95·1	84·8	95·8	61·6	78·0	70·3	75·1	85·2	87·2	47·5	61·8	61·6	45·6	85·3	88·9

Standard Weekly Hours	Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products		Electrical Apparatus and Supplies		Non-Metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing Industries	
	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees
Under 40 ..... %	.....	.....	.....	.....	1·6	·7	.....	.....	·5	·2	3·0	1·2	1·6	·5	1·5	·7
40 ..... %	30·8	52·9	15·1	31·2	41·8	43·1	40·3	57·6	22·8	20·3	48·5	81·4	41·1	40·2	27·6	19·3
Over 40 and Under 42 ..... %	·6	·6	·3	*	·5	*	.....	.....	.....	.....	.....	.....	1·3	6·6	2·5	2·1
42 ..... %	·7	·5	·9	13·2	2·2	29·3	3·5	7·6	1·8	4·8	6·1	5·7	2·8	11·9	1·5	9·6
42½ ..... %	9·5	10·8	3·5	12·0	5·5	3·3	16·4	7·1	4·9	6·2	.....	.....	6·2	11·2	11·1	17·7
Over 42½ and Under 44 ..... %	1·2	·9	1·8	2·5	2·2	·3	3·5	11·7	1·3	·9	1·5	*	3·1	1·5	3·5	4·7
44 ..... %	14·8	5·3	18·9	11·0	9·9	4·9	9·4	4·1	18·8	12·0	16·7	6·7	19·9	15·5	14·1	7·3
Over 44 and Under 45 ..... %	·4	·4	·2	·1	.....	.....	.....	.....	.....	.....	.....	.....	·3	·1	1·0	2·8
45 ..... %	25·2	20·6	6·1	16·9	20·9	9·6	21·0	10·3	13·8	8·2	.....	.....	10·3	5·9	18·1	22·0
Over 45 and Under 48 ..... %	5·3	1·4	6·7	3·0	6·1	1·4	1·2	·4	2·2	1·3	.....	.....	3·4	1·3	5·0	2·5
48 ..... %	6·9	4·6	21·1	5·3	6·6	6·8	2·9	·4	19·2	34·6	22·7	4·9	8·7	5·0	10·1	7·9
Over 48 ..... %	4·6	2·0	25·4	4·8	2·7	·6	1·8	·8	14·7	11·5	1·5	·1	1·3	·3	4·0	3·4
Total Establishments and Employees *No.*	799	130,264	660	115,590	182	37,125	171	42,767	224	17,693	66	10,585	321	29,747	199	12,117
Percentage on 5-day Week ..... %	79·6	91·9	28·0	77·4	83·5	85·5	94·7	99·0	54·0	48·0	57·6	84·9	78·5	86·6	77·9	87·7

* Less than ·1 percent.

TABLE 4.—STANDARD WEEKLY HOURS BY CITY

Manufacturing Industries of Canada, October, 1952

City	Number of Establishments	Number of Employees	Percentage of Employees on a Standard Work Week of:				Percentage of Employees on a:	
			40 Hours or Less	Over 40 and Under 44 Hours	44 to 45 Hours	Over 45 Hours	5-Day Week	5-Day Week of 40 Hours or Less
			%	%	%	%	%	%
Halifax	73	7,117	7·4	3·4	81·0	8·2	11·3	7·4
Saint John	33	2,289	13·3	8·2	28·6	49·9	38·6	13·3
Quebec	106	15,198	22·7	10·9	22·0	44·4	55·9	22·7
Sherbrooke	37	5,846	22·0	14·5	27·0	36·5	68·7	22·0
Trois Rivieres	24	5,325	·3	3·0	18·3	78·4	36·4	·3
Montreal	986	127,629	36·2	10·9	33·8	19·1	83·6	34·4
Ottawa—Hull	115	9,295	29·5	7·0	21·4	42·1	57·8	29·4
Peterborough	39	6,858	6·3	72·0	16·8	4·9	88·8	5·8
Oshawa	20	12,427	13·3	81·8	3·8	1·1	98·3	13·3
Toronto	1,146	119,241	52·3	22·2	19·5	6·0	91·8	51·1
Niagara Falls	36	5,276	24·0	54·0	17·6	4·4	93·0	24·0
St. Catharines—Welland	72	16,138	38·9	34·5	21·4	5·2	92·4	38·8
Hamilton	204	43,789	76·1	5·0	11·0	7·9	89·9	76·1
Galt—Preston	62	6,884	3·3	4·7	67·8	24·2	97·1	3·3
Brantford	61	9,949	64·6	.....	28·1	7·3	93·7	64·6
Kitchener—Waterloo	93	13,016	30·4	4·8	53·1	11·7	96·2	30·4
Sudbury	15	665	17·4	.....	17·9	64·7	22·6	17·4
London	99	11,672	50·5	9·7	22·4	17·4	80·7	50·5
Sarnia	14	5,614	85·3	3·9	·4	10·4	90·2	85·3
Windsor	111	28,040	82·9	7·7	6·5	2·9	96·3	82·9
Sault Ste. Marie	15	6,955	80·2	.....	15·2	4·6	84·7	80·2
Fort William—Port Arthur	26	5,568	37·9	42·7	11·0	8·4	78·5	36·9
Winnipeg	336	21,642	49·0	17·3	23·5	10·2	70·4	46·9
Regina	42	1,827	53·3	13·5	17·5	15·7	61·5	53·3
Saskatoon	28	1,514	48·2	2·8	42·9	6·1	47·0	43·3
Edmonton	86	6,600	52·3	3·5	37·4	6·8	61·0	38·0
Calgary	82	4,090	46·0	20·1	33·0	·9	52·4	40·3
Vancouver	363	26,662	89·2	2·4	6·1	2·3	91·9	88·0
Victoria	43	2,315	80·1	.....	19·9	.....	73·6	72·9

Standard Hours by Province

In all ten provinces, the proportion of workers on a 5-day week was greater in 1952 than in 1951; all but New Brunswick and Nova Scotia had a higher proportion on a 40-hour week; and in seven provinces the average standard work week was shorter.

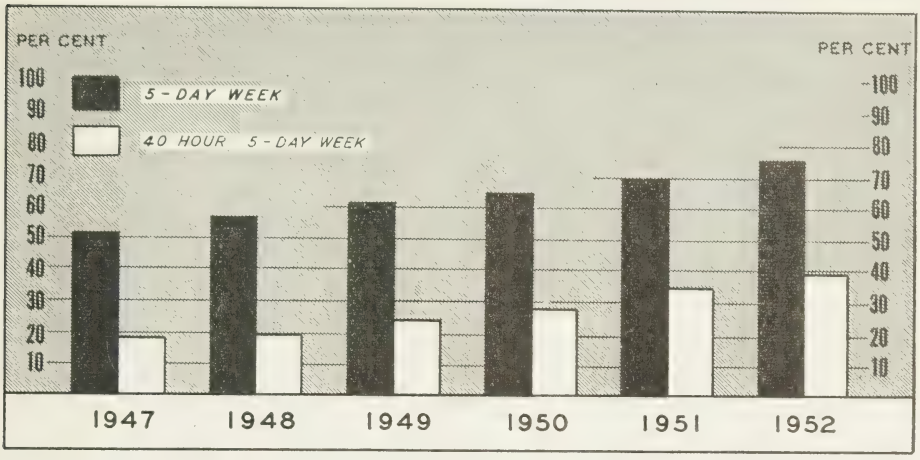
The standard work week was shortest in British Columbia, where the average stood unchanged at 41·5 hours since the 1951 survey. This province also had the highest proportion of employees on a 40-hour week, although Ontario led in the 5-day week proportion with 86 per cent of its manufacturing plant employees in plants operating on this basis. The average work week is shown by province in the table below, arranged according to length of schedule:—

	Average Standard Work Week
British Columbia	41·5
Ontario	42·5
Manitoba	42·7
Saskatchewan	42·9
Alberta	43·0
Nova Scotia	44·1
Quebec	44·9
Prince Edward Island	46·0
Newfoundland	47·1
New Brunswick	47·4

Standard Work Week by City

Details of the standard work week for plant employees in 29 Canadian cities in October 1952, is shown in Table 4; establishments covered in these centres account for about two-thirds of the total number and an almost equal proportion of the plant workers. In 14 of the centres shown, the proportion of workers on a 40-hour week or less was equal to or in excess of the national average (40·5 per cent); these proportions ranged from less than one per cent in Trois Rivières to almost 90 per cent

PLANT EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK AND ON A 40-HOUR 5-DAY WEEK



in Vancouver. In 16 cases, the proportion on the 5-day week was higher than the all-Canada figure of 75·5 per cent, and in all but five centres, the proportion on the 5-day week was over 50 per cent of the total employees covered. The average work week in five major cities representing a cross section of the country follows:—

City	Average Standard Work Week
Halifax	44·2
Montreal	43·7
Toronto	41·9
Winnipeg	42·7
Vancouver	40·3

Office Employees

Trend towards 5-day week fairly substantial. Percentage of workers on 5-day week increased during year from 76 per cent to 82 per cent. Pattern of standard weekly hours not much different from year earlier

Office workers in general continue to work shorter hours than plant employees but the pattern of standard weekly hours for office employees in October 1952, was not markedly different from 1951. There was, however, a fairly substantial trend towards the 5-day week. The percentage of office employees on a 5-day week in 1952 was 82, as compared with 76 per cent in 1951.

As of October 1952, fewer than 10 per cent of the 167,000 clerical employees covered in the survey of manufacturing industries were on schedules of more than 40 hours per week (Table 5). This is a smaller proportion than in 1951. There was a slight decline in the relative proportion of office employees working 37½ hours or less.

A distribution of office employees by standard working schedule for 1949, 1951 and 1952 follows:—

Standard Weekly Hours	Percentage of Workers 1949	1951	1952
Under 37½	16·8	20·9	18·8
37½	29·0	28·5	27·8
Over 37½, under 40	17·0	17·3	20·8
40	19·1	20·5	22·7
Over 40	18·1	12·8	9·9

Standard Hours by Province

In all provinces the extent of the 5-day week for office employees was greater than in 1951. In Prince Edward Island, about a quarter of the 176 office employees reported in manufacturing were on a 5-day week compared with fewer than three per

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TABLE 5.—STANDARD WEEKLY HOURS: CANADA TOTALS
Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Offices		Employees	
	Number	Per Cent	Number	Per Cent
Under 35	101	1·8	2,067	1·2
35	666	12·2	14,045	8·4
Over 35 and Under 37½	326	6·0	15,347	9·2
37½	776	14·2	46,467	27·8
Over 37½ and Under 40	598	10·9	34,698	20·8
40	1,175	21·5	38,023	22·7
Over 40 and Under 44	459	8·4	7,739	4·6
44	650	11·9	5,181	3·1
Over 44	717	13·1	3,610	2·2
Total	5,468	100·0	167,177	100·0
On a 5-day Week	3,241	59·3	137,295	82·1

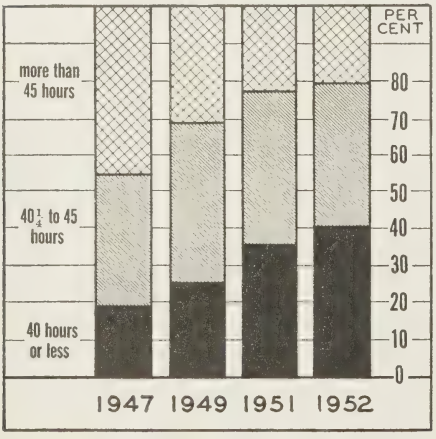
cent a year earlier. In British Columbia, the proportion was about 79 per cent, compared with just over 50 per cent in 1951. In the table below, the average standard hours for office employees in manufacturing are shown for each of the provinces, in order of average standard week.

	Average Standard Work Week
Quebec	38·4
Ontario	38·4
Nova Scotia	38·9
British Columbia	39·2
Newfoundland	39·6
Manitoba	39·7
Saskatchewan	40·4
Alberta	40·7
Prince Edward Island	41·8
New Brunswick	42·5

Standard Work Week by City

About three-quarters of the office employees in manufacturing establishments making returns to the 1952 survey were in the 29 cities for which data are shown in Table 7. In 13 of the centres, one-half the employees were in plants working a schedule of 37½ hours or less per week; only in Sudbury, Oshawa and Edmonton was the proportion less than 10 per cent. The proportion of employees on a 5-day week ranged from six per cent of the total in Halifax to 98 per cent in Brantford; in 15 centres the percentage of employees on a 5-day week was equal to or greater than that for Canada as a whole; it was less than 40 per cent in only three cases.

DISTRIBUTION OF PLANT EMPLOYEES IN MANUFACTURING BY STANDARD WEEKLY HOURS



OFFICE EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK, 1949 TO 1952

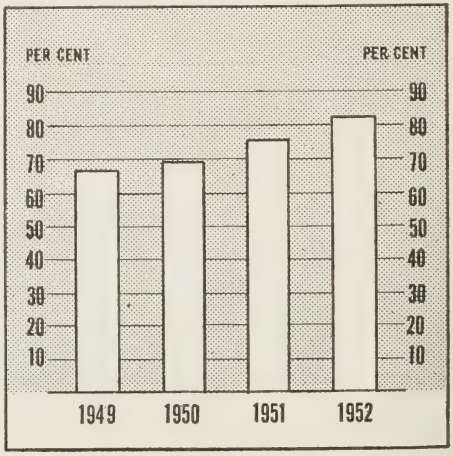


TABLE 6.—STANDARD WEEKLY HOURS BY PROVINCE

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees
Under 35 ..... %	.....	.....	.....	.....	·9	·3	·9	·2	3·0	2·5	1·7	·7	3·1	3·9	·8	·2	.....	.....	·2	*
35 ..... %	.....	.....	.....	.....	1·9	13·0	·9	·5	13·2	10·7	16·7	8·0	5·0	6·9	1·6	2·9	4·6	2·1	5·7	4·4
Over 35 and under 37½ ..... %	1·7	1·7	.....	.....	5·3	3·5	3·8	6·4	6·1	8·6	7·4	10·6	4·6	6·3	4·8	6·1	2·0	3·1	2·4	6·4
37½ ..... %	1·7	41·0	.....	.....	5·3	8·6	1·9	3·8	13·7	30·9	18·3	29·4	11·2	14·3	1·6	·9	2·5	3·6	13·4	25·5
Over 37½ and under 40 ..... %	6·8	25·3	6·2	1·7	15·8	56·0	13·1	18·8	11·3	21·8	10·9	20·0	12·7	12·7	8·0	18·0	11·7	11·6	7·3	14·7
40 ..... %	3·4	·7	25·0	43·2	7·6	1·8	9·3	16·4	20·5	14·2	21·7	26·1	19·5	27·7	18·4	29·0	18·8	40·4	37·1	37·0
Over 44 and under 44 ..... %	20·3	17·5	18·8	39·8	12·0	5·9	9·3	6·8	9·0	6·6	6·5	2·5	13·3	8·8	12·0	19·3	16·2	19·2	5·5	3·1
44 ..... %	18·6	3·9	37·5	13·0	22·5	6·0	26·2	28·3	6·9	1·9	6·9	1·5	20·4	14·9	31·2	13·7	24·9	16·2	26·8	8·5
Over 44 ..... %	47·5	9·9	12·5	2·3	28·7	4·9	34·6	18·8	16·3	2·8	9·9	1·2	10·2	4·5	21·6	9·9	19·3	3·8	1·6	·4
Total Establishments and Employees *No.*	59	1,220	16	176	209	4,073	107	1,333	1,452	48,587	2,486	93,048	323	4,632	125	1,391	197	3,147	493	9,561
Percentage on a 5-day Week ..... %	8·5	46·2	12·5	24·4	10·0	22·3	13·1	35·7	59·2	76·5	73·7	91·8	43·0	62·7	24·0	45·2	29·4	52·4	57·0	78·9

* Less than ·1 percent.

TABLE 7.—STANDARD WEEKLY HOURS BY CITY

Manufacturing Industries of Canada, October, 1952

City	Number of Employees	Percentage of Employees on a Standard Work Week of:					Percentage of Employees on a:	
		Less Than 37½ Hours	37½ Hours	Over 37½ and Under 40 Hours	40 Hours	Over 40 Hours	5 Day Week	5 Day Week of 37½ Hours or Less
		%	%	%	%	%	%	%
Halifax	2,076	5·6	12·5	74·2	·8	6·9	6·3	4·1
Saint John	258	13·9	.....	11·6	34·9	39·6	41·1	9·3
Quebec	2,001	43·8	9·7	17·8	10·7	18·0	54·9	48·9
Sherbrooke	938	4·0	7·9	34·4	6·3	47·4	17·0	11·0
Trois Rivieres	365	70·7	.....	1·1	3·8	24·4	44·4	43·0
Montreal	32,695	22·7	39·8	19·2	11·6	6·7	89·9	61·6
Ottawa—Hull	2,396	32·1	19·9	29·0	9·5	9·5	61·4	51·2
Peterborough	1,958	4·4	13·8	2·6	76·5	2·7	94·5	18·2
Oshawa	2,054	2·3	5·3	4·7	86·4	1·3	96·7	7·5
Toronto	38,867	18·9	42·0	22·3	14·3	2·5	96·5	60·3
Niagara Falls	1,167	3·4	63·2	5·2	22·3	5·9	93·2	66·6
St. Catharines—Welland	3,354	45·4	13·9	8·1	26·0	6·6	91·5	59·2
Hamilton	9,330	18·4	11·9	30·1	36·5	3·1	91·7	27·6
Galt—Preston	1,289	29·9	24·6	11·6	28·9	5·0	94·4	54·2
Brantford	2,125	51·4	28·6	7·5	10·3	2·2	97·9	80·0
Kitchener—Waterloo	2,246	8·0	35·6	43·1	10·7	2·6	94·3	43·6
Sudbury	123	2·4	1·6	8·1	8·1	79·8	8·1	.....
London	2,663	30·3	30·6	10·2	23·0	5·9	92·6	59·8
Sarnia	1,813	22·2	·5	48·7	26·8	1·8	96·8	22·7
Windsor	6,320	8·5	25·1	1·3	62·5	2·6	96·2	33·6
Sault Ste. Marie	452	19·7	.....	71·7	5·8	2·8	96·5	19·7
Fort William—Port Arthur	651	30·6	48·2	5·2	4·6	11·4	67·3	61·6
Winnipeg	4,210	17·5	14·8	13·7	26·8	27·2	63·0	30·0
Regina	410	14·2	1·9	34·4	20·7	28·8	41·5	12·0
Saskatoon	389	17·5	1·0	19·3	25·2	37·0	64·0	17·5
Edmonton	1,591	7·0	2·0	9·3	40·2	41·5	60·8	6·3
Calgary	1,069	2·5	7·5	14·3	55·3	20·4	57·9	9·1
Vancouver	5,111	7·3	43·2	6·1	32·3	11·1	81·7	48·5
Victoria	672	37·2	21·3	4·3	11·9	25·3	41·2	37·2

Salaries of Office Workers in Manufacturing Industries, 1952

Office workers in manufacturing received average salary increase of five per cent in 12-month period prior to October, 1952, less than previous year's 13 per cent and plant workers' 6·5 per cent raises

Office workers in manufacturing received average increases in salaries of five per cent in the 12-month period prior to October 1952. This gain was less than in the previous year, when salaries rose by 13 per cent. It was also slightly less than the 6·5 per cent increase in wage rates accorded to plant employees in the manufacturing industries during this same 1951-52 period.

These figures are based on information furnished the Economics and Research Branch, Department of Labour, by 5,500 establishments employing more than 167,000 office workers. The eight male and 15 female clerical occupations selected for this analysis cover 58,000 workers, of whom two-thirds are female. The job categories are important in terms of numbers of

TABLE 1.—WEEKLY SALARIES OF OFFICE WORKERS IN MANUFACTURING, CANADA, OCTOBER 1950, 1951 AND 1952

Note—Any monthly salaries reported were changed to weekly using 4⅓ weeks per month as a conversion factor.

Occupation	Average Weekly Salary			Per Cent Increase 1951–1952
	1950	1951	1952	
	$	$	$	
Male				
Bookkeeper	49.05	53.62	60.87	13·5
Junior Bookkeeper	38.08	46.52	48.74	4·8
Cost Clerk	48.79	57.60	59.56	3·4
General Office Clerk, Senior	59.91	66.67	67.15	0·7
" " " Intermediate	45.58	51.19	53.17	3·9
" " " Junior	29.87	35.39	40.04	13·1
Payroll Clerk	44.78	51.28	54.79	6·8
Stock Record Clerk	45.77	50.22	56.56	12·6
Female				
Bookkeeper	38.32	41.58	46.86	12·7
Junior Bookkeeper	32.41	35.98	36.94	2·7
Cost Clerk	34.14	40.15	40.99	2·1
General Office Clerk, Senior	40.33	46.07	47.43	3·0
" " " Intermediate	34.24	38.58	39.27	1·8
" " " Junior	27.46	31.56	32.30	2·3
Calculating Machine Operator	35.84	40.02	43.14	7·9
Bookkeeping Machine Operator	35.41	39.71	42.13	6·1
Billing Machine Operator	31.39	34.80	37.61	8·0
Payroll Clerk	33.02	37.41	39.14	4·6
Secretary	43.48	48.69	52.19	7·2
Stenographer	34.37	38.90	41.08	5·6
Stock Record Clerk	31.79	34.93	37.61	7·7
Telephone Switchboard Operator	31.57	35.69	37.20	4·2
Typist	30.43	34.91	36.76	5·3

employees and prevalence throughout various sections of the manufacturing industries.

Table 1 indicates that the level of salaries rose in each occupational class selected, although there were wide variations in the percentage changes. The salaries for four occupational classes rose by more than 12 per cent, whereas those for eight jobs increased by less than four per cent. The average increase for male workers was approximately the same as for women workers in percentage terms.

Among the male office workers covered in the survey, salary levels on a national basis were highest for senior office clerks and bookkeepers, who earned more than $60 a week on the average. Junior clerks at the other extreme earned just over $40. Of the female occupations analysed, only secretaries received more than $50. Junior clerks averaged $32.30 a week.

Table 2 gives a comparative study of weekly salaries for office employees in five major Canadian cities: Halifax, Montreal, Toronto, Winnipeg and Vancouver. Information from about 2,800 manufacturing establishments employing almost 79,000 office workers was used in developing the figures.

From the table it can be seen that there are variations in the average salaries of similar occupations among the five cities as well as among the salaries for different occupations within each city. However, this variation does not obscure a fairly uniform pattern of relative salary rankings for the occupations. For instance, in most cities senior office clerks, bookkeepers and cost clerks, in that order, were the highest paid male office employees and secretaries, senior office clerks and bookkeepers, the highest paid female occupations.

It is evident that the general level of office salaries was substantially higher in Montreal, Toronto and Vancouver than in either Winnipeg or Halifax. This applies to both male and female workers.

TABLE 2.—WEEKLY SALARIES OF OFFICE WORKERS IN MANUFACTURING FOR FIVE CANADIAN CITIES OCTOBER, 1952

Note—Any monthly salaries reported were changed to weekly using 4⅓ weeks per month as a conversion factor.

Occupation	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries
	$	$	$	$	$	$	$	$	$	$
Male										
Bookkeeper	50.10	45.00—55.38	63.59	46.00—80.00	61·03	48.00—76·85	54.98	43.85—75.00	64.12	46.15—81.75
Junior Bookkeeper			45.58	32.00—60.24	50.74	40.00—66.25	40.73	30.00—51.93	51.33	43.88—55.38
Cost Clerk	52.25	38.08—60.00	58.36	41.54—75.00	56.65	40.00—74.00	58.90	40.38—79.50	60.19	43.85—80.77
General Office Clerk, Senior	56.68	45.58—75.00	68·03	50.00—88.36	66.03	50.00—84.00	56.02	40.38—80.00	67.94	52.00—79.62
" " " Intermediate	46.91	38.08—54.00	52.86	40.00—68.24	50.52	40.00—61.39	45.77	35.77—57.69	50.92	39.25—66.92
" " " Junior	28.11	25.00—34.62	35.11	25.00—46.15	37.78	28.89—47.31	33.94	24.23—46.00	33.83	28.85—43.85
Payroll Clerk	50.33	46.00—57.69	53.28	37.60—70.62	54.63	38.08—70.60	48.09	36.92—55.38	51.76	40.00—63.46
Stock Record Clerk	46.48	34.62—55.00	52.85	34.62—70.00	53.59	38.00—68.54	51.28	37.50—71.60	52.13	42.69—69.23
Female										
Bookkeeper	37.46	31.15—42.69	49.91	37.00—65.00	49.13	40.00—60.00	42.72	40.00—54.35	50.88	40.38—64.50
Junior Bookkeeper	33.19	31.15—35.00	38.04	30.00—48.00	40.42	32.65—49.60	35.88	31.25—43.85	40.76	32.31—48.46
Cost Clerk			43.36	30.00—58.46	40.30	32.00—51.63	35.41	30.00—45.58	39.05	32.50—45.00
General Office Clerk, Senior	40.29	33.46—45.00	51.55	38.00—64.90	49.53	40.00—60.00	41.75	33.46—49.62	48.33	40.62—57.48
" " " Intermediate	31.94	25.68—39.23	42.03	31.00—53.08	40.19	33.00—49.38	36.13	30.75—41.00	37.62	30.00—46.15
" " " Junior	25.92	23.08—28.85	31.85	25.00—39.00	34.71	28.00—40.38	28.13	23.08—33.00	31.17	25.00—37.00
Calculating Machine Operator			42.42	34.58—52.61	43.96	36.00—53.00	40.55	30.00—51.65	47.49	43.85—51.92
Bookkeeping Machine Operator			43.28	35.00—51.92	43.81	36.92—51.23	38.39	32.31—46.15	42.43	32.50—50.00
Billing Machine Operator			37.59	31.15—45.00	40.26	32.50—48.00	34.70	28.85—41.00	40.04	31.95—49.62
Payroll Clerk	38.14	32.00—41.80	39.67	28.85—53.97	42.63	34.62—52.55	36.00	32.31—44.77	45.30	30.00—59.00
Secretary	42.09	36.46—49.62	54.68	42.69—68.00	52.41	42.50—63.46	48.06	38.08—56.54	52.34	37.50—65.42
Stenographer	35.06	26.54—43.85	44.45	34.62—54.23	43.46	35.00—51.93	36.63	30.00—43.85	40.76	32.31—49.62
Stock Record Clerk			36.35	25.38—45.69	40.21	32.31—48.46	30.42	24.23—34.62	39.87	30.00—49.60
Telephone Switchboard Operator	31.87	30.00—33.46	39.10	30.00—49.15	40.83	33.46—49.62	33.46	26.54—40.10	37.63	30.00—46.15
Typist	31.40	25.00—42.69	37.11	30.00—45.00	38.04	32.00—42.69	31.41	25.38—37.50	33.31	28.00—39.23

McGill University's 5th Annual Industrial Relations Conference

Subjects covered by five speakers were: measurement of productivity; the labour movement's objectives; effects of technological change on human relations in industry; relationships between collective bargaining, full employment and inflation; a theory of industrial relations

The fifth annual industrial relations conference convened by McGill University's Industrial Relations Centre was served a varied fare by the five speakers on the program. Subjects covered were: the measurement of productivity, the objectives and ideas of the labour movement, the effects of technological change on human relations in industry, the relationships of wages to inflation and of collective bargaining to inflation, and a theory of industrial relations.

Guest speakers at the conference, the central theme of which was "Industrial Relations in a Dynamic Economy," were a federal government economist, an international union's education director and two United States university professors. The Director of McGill University's Industrial Relations Centre, Prof. H. D. Woods, delivered the banquet address.

The most revealing and thought-provoking presentation during the conference was the reading of excerpts from an interview with a worker on a moving assembly line, a striking description of a man's reactions to the pressure of the machine in mass production industry.

More than 100 representatives of management, labour, universities and governments attended the two-day conference, April 22 and 23.

The guest speakers were: Dr. George V. Haythorne, Director, Economics and Research Branch, Department of Labour; Brendan Sexton, Director of Education, United Automobile Workers (CIO); Prof. Robert H. Guest of Yale University's Institute of Human Relations; and Dr. Albert Rees of the Industrial Relations Centre, University of Chicago.

Productivity Analysis

Two problems of productivity analysis —how to increase and how to measure productivity—were discussed by Dr. George V. Haythorne, Director of the Economics and Research Branch, Department of Labour, whose address opened the conference. In his talk he presented, "as a check-list of concrete steps that might be considered in productivity analysis," excerpts from the report of the International Labour Office Productivity Committee (L.G., Jan., p. 50).

Turning first to the problem of measurement of productivity, Dr. Haythorne gave this definition of productivity: the ratio of output or product, expressed in physical terms, to the input of the various factors of production, also expressed in physical terms. In practice, he explained, it is usually necessary to use only one input factor; but when this is done, he warned, it is important to keep in mind that all input factors have an influence on output and hence it is not correct to ascribe to the one input factor being used the major responsibility for changes in the resulting productivity estimates.

In some cases, he added, the use of labour as the input factor will prove to be a better indicator of over-all productivity than in others. He cited as an example the textile industry, where labour is a proportionately large input factor compared to the chemicals industry.

Dr. Haythorne also warned against the use, in constructing productivity indexes, of statistical data gathered for some other purpose. He suggested that, when it is difficult to measure output in physical units, value data be used, providing the necessary allowance for price changes is made.

Stating that the calculation of productivity indexes for the economy as a whole raises difficult measurement problems, particularly on the output side, he explained that the approach usually taken is to divide the current dollar value data from the national accounts by the appropriate prices indexes.

Calculation of productivity indexes is only half the task, Dr. Haythorne continued. The statistics will be of limited value only, he said. "They may even

prove harmful unless it is explained why the variations in the indexes occur and the changing pattern of relationships between various input factors is disclosed and evaluated."

Announcing that the federal Government's interdepartmental committee on productivity had spent considerable time on steps that are important as a background for subsequent statistical or analytical work, he declared that it would now be possible for individual firms and industries to undertake some useful work on productivity measurement. The Department of Labour will be glad to assist management and labour groups in such analysis, he said, pointing out, however, that "the main initiative and responsibility for developing measures of productivity change, especially at the plant and industry levels, must rest with industry".

Also resting with industry, Dr. Haythorne said, are the initiative and responsibility for the practical steps required to increase productivity. He then reported some of the findings of the ILO Productivity Committee.

The ILO committee, he told the conference, placed much emphasis on the development of good labour-management relations. "Success in obtaining the co-operation of workers in measures to raise productivity," he quoted from the committee's report, "is itself a test of the quality of management but depends also upon trade-union leadership."

He explained how the ILO committee suggested, as means of improving productivity, simplification, standardization and specialization; clear definitions of lines of authority and responsibility; the development of lines of communication between different departments; adequate training of foreman and supervisors, not only in technical and administrative duties but also in the principles of human relations; special training plans in plants where measures to raise productivity are in the process of application; payment-by-results schemes, provided safeguards are introduced to ensure full consideration of workers' interests; carefully-planned layout to ensure a proper sequence of operations; mechanization of handling equipment; the development of well-planned maintenance schedules; and joint consultation.

Enlarging on the importance of joint consultation, Dr. Haythorne said: "There are many advantages that accrue from the active participation of employees or their representatives in discussions of (productivity) matters. Not only do they help to bring about improved attitudes and morale but they encourage a self-imposed discipline that is usually much more effective than that imposed from without."

The labour-management production committees sponsored by the Department of Labour were cited by Dr. Haythorne as a valuable means of bringing about a better understanding of and a more active interest in the steps needed to increase productivity.

On the question of how the benefits accruing from increased productivity should be shared, he reported, the committee agreed that:—

> In order to ensure that higher productivity does in fact lead to higher standards of living, it is of the utmost importance (a) that the benefits of higher productivity should be equitably distributed among capital, labour and consumers; and (b) that the demand for goods and services should be maintained at a sufficiently high level and that adequate measures should be taken to prevent higher productivity from leading to unemployment. In countries where employment opportunities are limited by scarcity of capital, special attention needs to be devoted to the problem of ensuring an adequate rate of capital formation.
>
> These are matters both of social justice and of economic necessity; failure to distribute widely the benefits of higher productivity and to maintain demand and employment would mean that the conditions for continuing increases in productivity would not exist.

The committee rejected, he said, the proposal that there should be a specific formula for tying wage increases to changes in productivity. Benefits accruing from improved productivity should be the subject of collective bargaining, the committee agreed, without having a fixed formula laid down. Unions should not assume, the committee reasoned, that all benefits from increased productivity should go to labour. If some of the gains of increased productivity were realized through reduced prices, the committee argued, workers as well as consumers generally would gain.

Dr. Haythorne's address was followed, as were those of the other speakers, by a discussion period, during which those attending asked questions to be answered by the speaker or by others at the conference.

When asked why he did not accept "output per man-hour" as a definition of productivity, Dr. Haythorne replied that "output per man-hour" is an alternative definition. "It is a productivity index," he said. "The thing to be avoided is a labour productivity index, because it gives the impression that labour is the only factor of productivity."

A management representative complained that unions were misleading the public by using productivity ratios based on man-hour input to justify wage demands based on increasing productivity. Dr. Haythorne advised management to make clear the limitations of the use of labour input as a component of the productivity ratio. Dr. Rees, another conference speaker, added that "in collective bargaining the concept of the whole economy should be used, as this includes increases of productivity due to capital growth, labour efficiency and technological improvement".

Another question was: "Is it a good plan to share the benefits of increased productivity through higher wages rather than through lower prices, which help those on fixed incomes?" The questioner pointed out that increased wages help first the organized groups, then, if there is anything left, the unorganized groups. Dr. Haythorne felt it would be better to achieve a happy medium. "I feel it is not good for the economy as a whole," he said, "that the benefits of increased productivity should go to one or the other."

To this statement, Prof. Woods added: "You can't expect a common wage to apply to all industry, to the wage leaders as well as the marginal or sub-marginal industries. What do you do with low-productivity industries? If there is no possibility of increasing productivity, the industry should be allowed to die. If there is a possibility, management and union should work together to make sure that the increase takes place."

Objectives and Ideas of the Labour Movement

Brendan Sexton, Director of Education, United Automobile Workers (CIO), the first union official ever to address a McGill industrial relations conference, spoke on "Developing Objectives and Ideas of the Labour Movement".

His union's most important present objective, he told the conference, is "to bring about a greater degree of stability of employment through the negotiation of guaranteed annual wage plans". It will fight for the guaranteed annual wage in the hope of "stabilizing" purchasing power, he said.

Mr. Sexton began by saying that the aims and objectives of the trade union movement are set out and can be read "in the union contracts that have been negotiated with employers and in the resolutions adopted at conventions and in the addresses of the leadership of the trade union movement".

Different kinds of unions from time to time have substantially different ideas, he pointed out, explaining that craft unions are less concerned with the problem of human relations in industry and with problems of seniority than large industrial unions of necessity are. The workers in industrial unions, he said, are removed from their employers by "layer upon layer of bureaucratic structure" and by thousands of miles.

"The programs of the industrial unions are more general, more political and probably more radical," he said, summing up the differences in the programs of the industrial and craft unions.

The objectives of the trade union movement will change, even from day to day and certainly from year to year, depending upon changes in the political climate and in accordance with changes in the health of the economy, he said. Specifically the trade union movement seeks, he added, quoting Sam Gompers' reply to a Congressional query, "more, more and always more".

"The goals of the trade union movement necessarily must be continually to seek a larger share in the national wealth of the nation in which it operates and a larger measure of control over the conditions under which the workers it represents operate," Mr. Sexton declared.

He then emphasized that unions do not exist for the purpose of promoting greater productivity or even greater production. Managements who have not accustomed themselves to this idea must inevitably do so, he warned.

"It may be," he continued, "that a labour union, in the course of pursuing other goals, will take part in a program which may lead to increasing productivity or production; but this is not a function of, nor the purpose of, the trade union movement. The trade union movement exists for the purpose of defending and extending the rights of the people who belong to that movement and who pay dues to support the movement." When the trade union movement ceases to promote the best interests of its members, he added, the trade union movement will probably cease to exist.

Mr. Sexton presented statistics on retirements under UAW-negotiated pension plans in support of his statement that unions press continually for improvements in the standards under which their members are employed.

In this connection he mentioned that his union is seeking to have included in pension agreements an escalator clause to

protect retired workers against increases in the cost of living and to "allow them to continue to share in the increasing productivity of the nation". He also reported that the UAW was seeking to have eliminated from its agreements the automatic retirement age.

"I think there is an increasing awareness in our society," he said, "that it is arbitrary and unwise, if not unjust, to establish in collective bargaining agreements automatic age limits at which people must retire, since we learn increasingly that many people at age 67 are as productive as other people are at age 55 and some people are as productive at age 77 as other people are at 67."

Speaking of his union's desire for a guaranteed annual wage, Mr. Sexton said that both Canada and the United States seem likely to be faced within a very short time with the problem of maintaining employment in the face of diminishing expenditures for armaments; and, because our productive power will in 20 years be double our current power to produce, with the problem of increasing our ability to consume as rapidly.

"If substantial cuts in expenditures for armaments are made, consumer income, it seems to us," he stated, "necessarily will have to increase very rapidly if economic decline and perhaps even economic collapse is to be averted." There is now no pent-up demand to be satisfied as there was at the end of the Second World War, he pointed out.

Mr. Sexton likened the demand for a guaranteed annual wage to the earlier union demand for call-in pay. "Management told us," he recalled, "that it was impossible to plan their production so that they would not have to have workers on the job every day unless they were going to use them. We found, however, that when we did negotiate these agreements and we put the burden on management for planning, these clauses fell into disuse almost as quickly as they were negotiated." He believed that, if the burden for planning production over a year's period were placed on management, then management "would begin to find some way to stabilize employment".

A guaranteed annual wage on a wide-enough scale may prevent an economic downturn and, if it fails to do that, would prevent an economic recession from becoming a disastrous depression, he believed.

"As production of goods is cut back because surpluses have piled up," he explained, "the guaranteed annual wage should provide the buying power to remove these surpluses from the market so that production may be speedily resumed."

To conclude, Mr. Sexton told the conference that "the union movement will seize upon almost any opportunity that is presented to promote the economic well-being of its membership, since it believes that in doing so it promotes not only the well-being of its own membership but also of the total community".

Some of the questions addressed to Mr. Sexton after he had spoken, together with his answers, were:—

Q. Why is the UAW opposed to arbitration of the speed-up?

A. We may submit a particular case to arbitration when we feel that the difference between labour and management is not so great that an adverse decision would be harmful. We do not wish to arbitrate a question that may affect the workers' health and safety.

Q. What would you substitute for calendar age in retirement?

A. Physical examination of some kind, plus work records.

Q. The guaranteed annual wage may result in the condition that management will exercise such caution that unemployment will be centred in the group that has not been fortunate to have become union members.

A. I think that to some extent there is that danger. At times a union may seem to negotiate agreements that seem to have an adverse effect on some segments of the population.

Q. What are your views on price decreases as an alternative to wage increases?

A. Naturally, if prices decrease, there will be less pressure on unions to demand wage increases.

Q. What do you think would happen if, as it did last year, the rate of increase in wages continues to exceed that of productivity?

A. I don't envisage that that situation would continue to exist in our society. Employers have the power to resist and certainly will resist, because a continuation of the situation you mention would eat into profits; and no management will bargain themselves out of business. Although it may happen from time to time that wage increases exceed productivity increases, I don't envisage it as a continuing condition.

Q. Justify labour's demands for a share of the benefits of increased productivity resulting from technological improvements.

A. We believe union wage demands have resulted in technological improvements. Therefore you cannot say that management has introduced technological improvements; the society has created them. Technological improvements have come from society; labour, as a segment of that society, should share in the benefits.

Technology and Human Relations

"We are constantly perfecting our engineering skills and our human relations skills but the curious fact is that we have somehow failed to recognize the interdependence of the two fields," said Prof. Robert H. Guest of the Yale University Institute of Human Relations, whose address bore the title "Technology and Human Relations".

"We must know what is happening to machines before we can interpret what is happening to man," he said, pointing out that what the engineer does to change the machine environment is as "crucially" important to human relations as the non-technical action of the administrator, the foreman, the personnel manager or the shop steward.

In developing his theme, Prof. Guest discussed first the effects of a specific technological environment on workers, then technological change. He devoted the first part of his address to a discussion of the effects of highly repetitive and routine tasks on men on an essembly line.

After defining the general characteristics of the mass production method and the "job cycle" on an assembly line, during which each worker must perform a prescribed number of operations within a set time limit and, on moving conveyors, within a given distance, he quoted from an interview with an assembly line worker (see box, p. 854). The worker, a welder in an automobile plant who at the time of the interview was earning close to $70 weekly, expressed satisfaction with his pay, the working conditions, his job security and the hospitalization and disability benefits but dissatisfaction with his job.

"For this man," said Prof. Guest, "the engineers had, in applying the principles of mass production in their extremes, factored out virtually everything that might be of real personal value to the individual." He pointed out that the job was highly repetitive, that there was little or no need for skill, that the tools and work procedure were all set up for him (and when techniques changed, the engineer, not the worker, controlled the change), that he worked on a fraction of the product and never obtained a sense of the whole, and that the attention required was too much to allow him to daydream or talk with others but not enough to absorb him in his work.

Prof. Guest pointed out that the technical set-up of the assembly line also determined the character of social relationships in the plant. "Men on the line," he said, "work as an aggregate of individuals with each man performing his operation more or less independently of others. The lack of an intimate group awareness appears to reinforce the same sense of anonymity fostered by the conveyor-paced, repetitive character of the job itself."

Commenting on the worker's meagre hope for promotion, Prof. Guest said the industrial engineer, in the best interest of efficiency, had simplified the tasks so that differences in skills from one job to the next were all but eliminated and it was difficult for the average worker to move vertically through a series of distinct steps in promotion. "Over the years, the union itself, through collective bargaining, has encouraged the trend towards uniform wage standards," he added.

An examination of the work careers of more than 200 workers revealed only a few who had experienced any substantial change in job classification in a period of 12 to 15 years, he continued. All of the workers had improved their over-all economic status but, individually, few experienced much change in their relative job status. The net effect of this, the professor pointed out, was the further "de-personalization" of the job. The worker was just a "cog in the wheel".

Despite the profits made by companies adopting mass production methods and the good wages earned by the workers, there are economic costs to the industry, Prof. Guest said, in addition to the social costs to the men involved. High absenteeism and turnover rates add to replacement and training costs. Quality performance is low because of the inherent lack of interest in the jobs and labour-management relations remain in a state of constant tension; this, too, is costly, he stated.

He was not advocating the scrapping of mass production methods, he emphasized, but he urged industry and labour to take steps to bring about a better adjustment of man to machines. He suggested:—

1. A certain amount of flexibility in the way in which work is set up and performed.

2. A system of job rotation determined by the work group with the co-operation of line supervision.

"My job is to weld the cowl to the metal underbody. I take a jig off the bench, put it in place and weld the parts together. The jig is all made up and the welds are made in set places along the metal. Exactly twenty-five spots. The line runs according to schedule. Takes me one minute and fifty-two seconds for each job. I walk along the line as it moves. Then I snap the jig off, walk back down the line, throw it on the bench, grab another just in time to start on the next car. The cars differ, but it's practically the same thing. Finish one —then have another one staring me in the face.

"I don't like to work on the line— no man likes to work on a moving line. You can't beat the machine. Sure, maybe I can keep it up for an hour, but it's rugged doing it eight hours a day, every day in the week all year long.

"During each day I get a chance for a breather ten minutes in the morning, then half hour for lunch, then a few minutes in the afternoon. When I'm working there is not much chance to get a breather. Sometimes the line breaks down. When it does we all yell 'whoopee!' As long as the line keeps moving I've got to keep up with it. On a few jobs I know, some fellows can work like hell up the line, then coast. Most jobs you can't do that. If I get ahead maybe ten seconds, the next model has more welds to it, so it takes ten seconds extra. You hardly break even. You're always behind. When you get too far behind you get in a hole—that's what we call it. All hell breaks loose. I get in the next guy's way. The foreman gets sore and they have to rush in a relief man to bail you out.

"I like a job where you feel you're accomplishing something and doing it right. When everything's laid out for you and the parts are all alike, there's not much you feel you accomplish. The big thing is that steady push of the conveyor—a gigantic machine which I can't control.

"You know, it's hard to feel that you are doing a good quality job. There is that constant push at high speed. You may improve after you've done a thing over and over again, but you never reach a point where you can stand back and say, 'boy, I done that one good. That's one car that got built right'. If I could do my best I'd get some satisfaction out of working, but I can't do as good work as I know I can do.

"My job is all engineered out. The jigs and fixtures are all designed and set out according to specifications. There are a lot of little things you could tell them, but they never ask you. You go by the bible. They have a suggestion system, but the fellows don't use it because they're scared that a new way to do it may do one of your buddies out of a job.

"My chances for promotion aren't so hot. You see, almost everybody makes the same rate. The jobs have been made so simple that there is not much room to move up from one skill to another. In other places where the jobs aren't broken down this way the average fellow has something to look forward to. He can go from one step to another right up the ladder. Here it's possible to make foreman; but none of the guys on the line think there's much chance to go higher than that....

"We had a walk-out last year. They called it an unauthorized strike. Somebody got bounced because he wouldn't keep his job on the line. The union lost the case because it should have gone through the grievance procedure. The company was dead right to insist that the union file a grievance. But it was one of those things it's hard to explain. When word got around that the guy was bounced, we all sort of looked at each other, dropped our tools and walked. Somehow that guy was every one of us. The tension on the line had been building up for a long time. We had to blow our top—so we did. We were wrong. The union knew it and so did the company. We stayed out a few hours and back we came. We all felt better, like we got something off our chests.

"Some of these strikes you read about may be over wages; or they may just be unions trying to play politics. But I sometimes think that the thing that will drive a man to lose all that pay is deeper than wages. Maybe other guys feel like we did the day we walked out."

—Excerpts from an interview with an automobile worker by Prof. Robert H. Guest, Yale University, quoted at McGill University's fifth annual industrial relations conference.

3. Job enlargement, a method in which a single worker performs a number of different operations over a longer time cycle.

4. Improved selection and placement methods.

5. Better training facilities so that workers can in time become qualified to fill openings in the craft and clerical positions.

Prof. Guest then turned to the problem of technological change and its influence on men at work.

"We live in a period which accepts and welcomes change," he said. Although since the beginning of the '40s the displacement of workers has been kept at a minimum because the expanding market has been able to absorb the products of both the older and newer industries, he continued, yet thousands of men and women, and many small businesses and communities, are today suffering from change. He described conditions in a town in which the major industry was shut down when a new process for making the plant's product was developed and the new facilities located elsewhere.

The challenge today, the speaker declared, is to recognize that government, management and labour unions must take advantage of the present period of prosperity to study the social costs accompanying industrial change. Area seniority plans covering whole communities were cited as an example of what is being done to help cushion the impact of technological change, especially that type of change involving the closing down of a single unit in a large corporation. The normal seniority structure of collective agreements hinders mobility, Prof. Guest pointed out.

He then issued a call for joint planning when technological changes are proposed. "Those concerned with the human relations repercussions of the change—the line supervisors, the personnel people and the representatives of the workers—must be allowed to have a voice in a proposed change as soon as, if not before, the plans reach the drafting board," he declared. "Much can be accomplished through the collective bargaining process to adjust to change. The more enlightened unions and managements are coming to realize that mutual understanding is absolutely essential."

Some steps being taken to minimize some of the immediate social costs of technological change were listed by Prof. Guest. These were:—

1. Holding off the hiring of new workers until those displaced by a technological change have been absorbed elsewhere in the organization.

2. Establishing adequate separation pay where displacement cannot be avoided.

3. Guaranteeing average previous earnings during the period of transition.

4. Maintaining "out-of-line" differentials for workers whose job classifications are lowered as a result of the change.

5. Establishing new incentive rates which will allow for earnings equivalent to or better than former rates.

6. Developing systems to allow workers to share in the over-all benefits of increased productivity brought about by technological improvements.

In addition to these steps, Prof. Guest then emphasized, there is a deeper need for understanding between those concerned with people and those concerned with machines and methods.

"Human relation is not something apart from technological environment," he concluded. "There is something basically wrong in the practice of designing and building machines, setting up methods and standards, then manning the shop with people and leaving it up to line management, the personnel manager and the union to straighten out the human relations problems which inevitably develop. Clearly called for is joint planning in advance by all parties at interest.

"It may even be found that the engineer and methods expert can modify the design of operations in line with sound human relations principles without violating sound engineering principles."

Asked during the discussion period following his address whether much has been done to give workers a sense of importance, Prof. Guest replied: "Not very much; not enough."

When asked if there were not some persons who adjust to repetitious jobs, he stated that some do but that the majority do not. He then went on to say that psychologists had found the persons who do readily adjust to repetitious jobs possess certain personality characteristics, namely, low intelligence, low education, a lack of drive for advancement, a belief that the pay is the important thing and a failure to identify themselves with the company.

"This," said Prof. Guest, "raises the question: why not set up tests to pick out persons with those characteristics? Instead," he declared, "we should change the environment."

Prof. Guest was asked whether governments should subsidize industries made obsolete by technological progress, e.g., the Nova Scotia coal mines. He replied: "Yes, until long-range planning can be completed."

Collective Bargaining and Inflation

"On the whole, collective bargaining has probably not raised wages above the levels they would have reached in its absence," Dr. Albert Rees of the Industrial Relations Centre, University of Chicago, told the closing session of the conference. Market forces are the primary cause of rising wages during an inflationary period, he contended.

Dr. Rees, who spoke on "Collective Bargaining, Full Employment and Inflation," also expressed the belief that a more modest full-employment goal will help to preserve free labour markets and free collective bargaining without inflation. "An over-ambitious full-employment policy will eventually produce wage controls or other types of government interference with the collective bargaining process," he warned.

Cautioning the gathering that his knowledge of the wage-price spiral was limited to the United States, he declared that evidence, rather than supporting the view that collective bargaining has caused the wage increases of the last 12 years, offers some support to the view that collective bargaining has held wages down.

To introduce his address, Dr. Rees announced he would discuss several questions: What has been the rôle of wage changes in the inflationary process? Are they a cause of inflation or merely a reflection of changes elsewhere in the economy? What is the relation between wage changes and full employment?

He rejected as a crude concept the interpretation of the wage-price spiral which sees the spiral starting with a wage increase, which raises production costs, then product prices, and allows wage earners to bid up the prices of products not affected by the cost increases, so that workers demand still higher money wages and the spiral continues indefinitely. Putting the wage increase first is viewing the spiral as it seems to the employer, he said. To the employee it is seen as a price-wage spiral.

He rejected that interpretation, he explained, because it says nothing about money. "Unless the quantity of money increases or existing money circulates more rapidly," he said, "a higher level of wages will produce unemployment rather than inflation. Unemployment will act as a check to further demands for wage increases."

Citing wage increases obtained by collective bargaining in the United States steel industry from 1945 to July 1952, Dr. Rees pointed out that they seem to be "the results of conscious decisions, not of impersonal economic forces—the starting point rather than the end of a chain of economic events". The slow upward creeping of wages in unorganized sectors of the economy is unnoticed, he declared.

To explain his statement that collective bargaining has held wages down, Dr. Rees said that collective bargaining turns wage movements into a series of steps and pointed out that, in periods of rapid inflation, "the stabilizing effect of the width of the step—in time—may outweigh the upward pressure represented by the height of the rise". Also, he said, the downward wage inflexibility of collective bargaining encourages some degree of upward inflexibility.

"Collective bargaining makes it more difficult for employers to reduce wages when demand slackens," he pointed out. "It therefore tends to prevent them from making 'temporary' increases in wages and prices during periods of high demand, for fear that the temporary price increases will really be temporary whereas the supposedly temporary wage increase will in fact be permanent."

To support his contention that collective bargaining has probably not raised wages above the levels they would have reached in its absence, he cited the labour shortages in the United States steel industry in 1946 and 1947 and compared wage movements between highly-unionized industries and those with little or no unionization. The shortages, he said, indicate that, in the absence of unions, employers would have set wages at least as high as the negotiated rate to attract labour. The comparison of average hourly earnings in unionized and non-unionized industries shows the movements of earnings in the two groups to be similar, with the advantage, if any, lying with the non-unionized group. Similar results are obtained from a comparison of average annual earnings.

Dr. Rees warned, however, that two reservations had to be kept in mind when making such comparisons. First, he explained, they apply only to the effects of unions on money earnings during a period of inflation. "It is highly probable," he pointed out, "that unions increase the

money earnings of their members relative to others during periods of deflation and some unions may do so during periods of stable prices." He added that unions, during all periods, afford their members many non-economic benefits not enjoyed by many non-unionized workers.

Second, he stated, the absolute level of earnings in unionized industries was higher than that of non-unionized industries in the base year, so that equal percentage increases will generally represent larger absolute increases for the unionized industries.

"The real cause of inflation," Dr. Rees declared, "is the abdication by the monetary authorities of their responsibility for maintaining stable monetary conditions. I know of no evidence," he added, "that unions in the United States have influenced monetary policy by political means since 1939."

One way unions could create political conditions in which the monetary authorities would not be free to pursue an anti-inflationary policy, he pointed out, is by succeeding in committing a national government to a policy of maintaining full employment at any cost.

"Under such a policy," he explained, "wage increases would force the government to increase the money supply enough to finance a higher level of wages and prices. If the government did not do this, the wage increase would result in unemployment."

In Dr. Rees' opinion, whether or not full employment will produce inflation depends on the definition of full employment. The most widely accepted definition, he said, is Sir William Beveridge's: "having always more vacant jobs than unemployed men." Such a definition is "inherently inflationary," Dr. Rees declared.

He then quoted a definition of full employment, given by Swedish economist Prof. Bertil Ohlin, that "implies a non-inflationary monetary and fiscal policy". Prof. Ohlin defined full employment as the highest level of employment compatible with stable prices. This definition, Dr. Rees stated, "would permit a rise in wages roughly equal to the long-run rise in productivity".

Under a Beveridge-type full employment, he said, the amount of unemployment that should be permitted in the United States ranges from an estimated two to four per cent of the labour force. Is it desirable to change this full-employment goal by one or two per cent of the labour force to permit a successful anti-inflationary policy, he then asked.

"An over-ambitious full-employment policy will eventually produce wage controls or other types of government interference with the collective bargaining process," he said. "Such interference is rightly distasteful to unions and management alike. With a somewhat more modest full-employment goal, we can preserve free labour markets and free collective bargaining without inflation."

In the discussion period following his address, Dr. Rees said that if a government says to labour and management, "You have to stop inflation," labour and management should answer: "We are not responsible; we don't have that influence. You have the influence with tax policy, monetary policy, etc."

A Theory of Industrial Relations

Prof. H. D. Woods, Director of McGill University's Industrial Relations Centre, convener of the conference, was the speaker at the conference dinner. He titled his address "Men and Industry", announced he was setting forth a theory of industrial relations but stated he would be satisfied if he succeeded in "asking the right questions and posing the real problems".

One of the problems he felt had arisen out of the conflict of power groups engaged in industrial relations was that the concentration of management and unions on the power issue "has absorbed their energies and diverted them from fuller consideration of the problem of men at work.

"In a sense," he said, "the worker may be the forgotten man in the resolution of union and management conflict."

Prof. Woods began by stating that the actions of the three groups actively engaged in industrial relations problems—managements, unions, and governments and other third parties—are related to policy. Every management, he said, has its personnel and industrial relations policy, which is, to a degree, consciously worked out. The union movement is constantly shaping and reshaping policy. The modern state, because of the economic and social repercussions of industrialism, has been forced into the field and has fashioned public policy as reflected in social and labour legislation and administrative machinery.

A prerequisite policy, he continued, is understanding, which should not be based on error. Yet labour and management may be working from conflicting assumptions and policies are formulated as a result of compromise.

Conscious policy is now concentrated, Prof. Woods said, in power agencies such as corporations, unions and governments, and we have abandoned the idea of a self-regulating economy for one based on compromise between and among large power agglomerations.

"The power conflict is a fact and collective bargaining is the means of resolving it," he declared. And, he warned, the destiny of a free society depends upon the resolution of this power relationship.

Prof. Woods then turned to the worker in industry.

> The worker in industry functions more or less in a specialized job of a specialized department of a specialized industry, which in turn is part of an interdependent economy. As employee, he is subject to the authority of management and his perspective tends to be limited to the experience of his own job. He may have little knowledge of or interest in the whole operation. He is subject to the prosperity of the firm and is insecure in his employment. In the circumstances, management decision and management action related to the solutions of business problems effect him vitally. . . . Management, the state, and unions become the agencies through which the workers' problems are worked out. Yet all three suffer from lack of knowledge of the needs and aspirations of employees.

The depersonalization trend, derived from the nature of industry itself, is supported by management policies developed in recent decades, he continued. "Impersonality is the essence of modern management and union practice," he said, pointing out that standardized selection, employment, training and promotion policies, among others, reflect the separate or joint influence of management and the union.

By "impersonality" he did not mean that no one pays any attention to the worker, he emphasized. But all those in industry who concern themselves with individuals think of them in the context of their formal relations with others: everyone is classified.

Prof. Woods then listed a number of major problems "important not only for unions and management but also for men at work and for the public at large":—

> 1. In an enterprise economy which retains free political and social institutions, the final responsibility for decision-making in business rests with management. The growth of corporations and the enlargement of the business unit greatly enhanced the power of management. The growth of unions and the developing state function in economic and social affairs has reversed the trend towards power of management. The question of the ability of management to function and discharge its responsibilities is important, not only for management but also for unions and the public.
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> 2. The growth of union collective power in answer to the collective power of the corporation and to the growing problems of industrial and other wage workers has been attended by a weakening of the relationship between union officers and rank and file members. In the process union objectives tend to become redefined and oriented towards associational aims at the expense of the individual aspirations of worker members. The price of union power may be the decline of member influence.
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> 3. The collective relationship between union and management has strengthened the trend towards large-scale group action and the reduction of market influences.
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> 4. Concentration of management and unions on the power issue has absorbed their energies and diverted them from fuller consideration of the problem of men at work. Some attention to human relations is given by industry, little by unions, and none at all by both together.

Summing up, Prof. Woods appealed to business leaders, union officers and government officials to give serious attention to human relations in industry.

"In a sense, the worker may be the forgotten man in the resolution of union and management conflict," he said. "It seems to me that both management and union officials need constantly to be considering the implications of collectively-determined personnel administration from the point of view of the 'customer', the worker himself, not in terms of what they believe his interest is or ought to be but in terms of the worker's definition."

He concluded by warning that industrial conflict poses a threat to the preservation of free institutions. Decisions by power groups must produce "socially desirable" results, he said.

"The guarantee of the retention of freedom surely rests on the success that is achieved in developing a climate favourable for objective study of the social and human problems of administration in business and industry," Prof. Woods said. "The task of preserving free institutions will continue to place a heavy burden of responsibility on the two most powerful elements in society, business and unions, particularly because of the inevitable impact of their mutual relations.

"It is about time that they began to define problem areas of common cencern and approach them together."

Laval University's 8th Annual Industrial Relations Convention

Human relations in industry at the plant level is the central theme on which seven speakers base addresses during the two-day conference

Since human problems in industry are felt primarily at the plant level, the studies at the 8th annual convention* on industrial relations at Laval University, held at Quebec on April 20 and 21, were limited to that sphere.

During the two-day session, more than 500 delegates—heads of concerns, industrial relations directors, labour leaders, officers of employers' organizations, personnel directors, legal and moral advisers, labour officials, industrial engineers, social workers and professors—attended seven lectures, each followed by a free exchange of opinions, analysing methods for adapting the workers to the continual changes brought about by the constant development of production techniques.

Introduction of the Theme

Gérard Tremblay, Quebec's Deputy Minister of Labour and Director of Laval's Department of Industrial Relations, who was chairman for the convention, briefly outlined the theme in his opening address. Mr. Tremblay reminded his listeners that, although the machine is valuable, the one who assembles and operates it is more valuable still.

"Human capital," he said, "to use an expression which is hateful because of its unpleasant materialistic associations, must be protected."

"We are living in a world in which the techniques of production are constantly changing, in which production itself is developing new fields of activity opened up by scientific research. How can the workers be adapted to these continual changes? Companies are mechanizing their working methods, introducing new machines, establishing mass production and production on the assembly line or conveyor belt. How will the worker react to work which loses its personal value when it becomes repetitive and parcelled out? The worker, who is a human being, must understand these changes and the need for them if he is not to deteriorate into a robot."

Mgr. Alphonse Marie Parent, PA, Vice-Rector of Laval University, also spoke at the opening session, welcoming the delegates and giving the key-note for the discussions.

"As essential conditions for social peace," he said, "the supremacy of man over matter requires, on the one hand, the adaptation of the work to the worker: duration, rhythm, methods, hygiene, apprenticeship, professional environment; and, on the other hand, an organization of the work based on an effectively protective status of the right of association, both for employers and for workers, which, in the ordinary course of events, directs employers' and workers' associations towards the coming of a social order based on justice and charity."

Social Structure of the Concern

The social structure is a small world in which, by reason of the division of labour, jobs are necessarily diversified and fall into a hierarchical pattern. How can the individuals, in this hive which is the factory, be integrated in such a way that all may feel useful, even when carrying out the most humble tasks, that all may be as one in accomplishing the work of production?

The first speaker, Emile Gosselin, Secretary of Laval's Department of Industrial Relations examined the social structure of the concern.

"The concern," he said, "in addition to producing goods and services, must assume the eminent social rôle of providing for the members of its staff a framework in which all will be able to develop their personal abilities, a circle to which all will be proud to belong; in short, a society in which they will be able to satisfy their most legitimate ambitions."

*Themes of the seven previous conventions were: industrial relations in Quebec (1946); collective agreements and union security (1947); forms of labour-management co-operation (1948); technique of labour relations (1949); wage structure (1950); security in the worker's family (1951); and wages and prices (1952). The 1950, 1951 and 1952 conventions were reported in the LABOUR GAZETTE (June 1950, p. 817; June 1951, p. 794; and June 1952, p. 723).

Mr. Gosselin divided the real social structure of the concern into two structures of relationships: a formal social structure and an actual social structure. These two structures of relationships make up the real social structure of the concern, influencing and completing one another.

Three factors, according to the speaker, affect most social relations in the concern: members of the staff do not all enjoy the same authority; they do not all carry out the same duties; and, while at work, they have to communicate among themselves through official channels.

Mr. Gosselin then dealt with the social effects and consequences of these factors. The formal organization will contribute towards the creation of a social scale in the concern; it will be the cause of filtering and slowness in communications; it will give rise to the spontaneous organization of social relations by facilitating the formation of groups with common interests.

"The members of a sector," the speaker explained, "will have a feeling of solidarity with one another; they will adopt common attitudes and will unite in defence of the activities of the group itself when they feel threatened by outside forces." This solidarity would explain in part the friction which develops in a concern. It should therefore be taken into account where production is concerned.

Pointing out that the individual wants to give more than an economic sense to his relations in the concern, the speaker added that the individual looks to the group for what his official relations in the plant cannot give him.

"If the concern is to be integrated on the level of economic and human requirements," Mr. Gosselin concluded, "it would perhaps be beneficial to make use of the group technique to increase production and at the same time to improve the spirit of co-operation among the participants."

Authority in the Concern

The employer must administer his plant. This responsibility brings him into contact with his supervisors and workers. Under what conditions and, especially, in what atmosphere should he exercise his authority in order to obtain, from the human and even from the technical point of view, the most effective results?

"Considered within the framework of the community at large," said Roger Chartier, in charge of industrial relations education at Laval University's Extension Course Centre, "every company contributes to the satisfaction of the needs of a nation, to the maintenance of a standard of living and to the progress of a civilization."

The speaker stressed the fact that relations between the members and the agents of concerns, especially between those who contribute their labour and those who contribute capital, give rise to combinations of rights and reciprocal duties which affect the management and the administration of the concern, the ownership of the product and the distribution of profits.

The source of authority, according to Mr. Chartier, is God; its foundation is the common good. There is no authority which does not come from God. The end of man is the common good; in order to subsist and to attain his end, man has a fundamental need of society and of his fellow-men. This society, grouping such diverse activities, cannot be maintained without authority.

After reviewing the qualities of leadership, the speaker reminded his listeners that the great art of the leader or the head of a business lies in the effective delegation of part of his powers of decision to all levels of the hierarchy.

Mr. Chartier closed with an analysis of the conflicts of authority in a unionized company.

"Trade-unionism," he said, "has brought about an expansion of labour demands, and collective agreements have given rise to a new problem, the problem of the prerogatives of employers. The workers will not agree to imposing any limits on collective bargaining, because, for them, there is no question of principle involved, and because they consider that agreement on all points should henceforth be reached 'together'. They want to identify themselves as closely as possible with the concern and play a more and more important part, in accordance with changing conditions, in its life and progress. The employers' attitude, either of shock or of acceptance, creates or solves the problem of authority in the concern."

The Union and the Company

The union has every right to establish itself in the concern. By reason of its influence on the workers and on the operations of the company, it becomes a factor in production. What are its social responsibilities towards the concern? What are its responsibilities towards its members, towards the employer and towards society?

Marc Lapointe, Montreal barrister and Master of Industrial and Labour Law, analysed the growth of trade-unionism,

stating that it is not a passing accident in the history of the world. Following after the era of individualism, it appears to be the fruit of a reaction tending towards community life.

"Trade-unionism is a necessity today," he said, "because it fulfils a function in the social structure which we have wanted to create ourselves, and it cannot disappear until the need for it disappears, that is until the social structure has taken another step along the path of its destiny."

Mr. Lapointe pointed out that trade-unionism is a social as well as a legal institution, recognized by our laws and accepted in our social structure. "Only understanding, acceptance and sincere co-operation will enable trade-unionism to meet its obligations and to be something other than an instrument for struggle and attack and for making demands."

"The first rôle of trade-unionism," the speaker explained, "was to humanize production. Then the union applied itself to the delicate field of remuneration, and this often forced the employer to defend his methods of production, to discuss them with the union and sometimes to accept some very practical suggestions. Thus the union has been a stimulus to the employer's inventive genius. In return the union becomes an educational factor, thereby helping to increase the output in production. Trade-unionism has also done a great deal to straighten out and level off abusive competition and to make industry healthier by doing away with dishonest competition based on inferior working conditions. The trade-union movement is also a movement of harmony and stability within the concern, for it has rapidly developed a system for channelling complaints, a safety valve which works just as well to the advantage of the employer as to that of the workers. The employer is relieved of a host of grievances which the responsible union sifts out, and this is a more pleasant way for the worker than if the employer himself had to intervene."

Personnel Management and its Responsibilities

Both large and medium-sized concerns are overwhelmed with personnel problems. T. P. Dalton, Personnel Manager of the Shawinigan Water and Power Company at Montreal, analysed the duties and responsibilities of personnel managers.

"The prime responsibility of a personnel department," he said, "is to co-ordinate the directives and the activities which relations with the employees entail."

When it decides to set up a personnel department, according to Mr. Dalton, a company must have in view the development of good labour-management relations. "It would be unfortunate," he said, "for such a service to be set up for the sole purpose of creating a negative and defensive attitude towards the union."

He stressed the need for personnel managers to possess the unlimited confidence and support of top management.

In the field of responsibilities, Mr. Dalton specified that the personnel manager should assume absolute responsibility for conducting the negotiations with the help and advice of a number of those who are in charge of production, carefully chosen from among the senior officials of the company. "He must never enter into negotiations with the union," he said, "unless he has obtained a definite mandate considered by his committee as being satisfactory, fair and reasonable.

"Grievances which reach the final stage," he added, "should be submitted to the personnel manager, who will refer the case to the head of the concern. The personnel manager will thus be able to study the case objectively, and his recommendations will save the company from embarrassing situations and needless arbitration procedures."

Rationalization of Labour and the Human Element

The intensive production of modern industry has been made possible by the division of labour and by mechanization. But the industrial genius which is responsible for the rationalization of labour co-ordinates not only energy and machines but also the men who operate and tend these machines.

How, through the rationalization of labour, can social justice be made to prevail while economic progress is realized? This was the subject of a talk by Camille Barbeau, industrial organization expert from St. Lambert.

Pointing out that the heads of commercial and industrial concerns, geared to our economic system, are obliged to rationalize, Mr. Barbeau drew attention to the following problems:—

In plants where new ideas are always having to be applied, the complete co-operation of all members of the concern, without exception, must be assured.

Scientific organization will be a complete failure in a concern if there has been no improvement in working conditions.

The workers should be given reasonable tasks.

If a greater effort is required, adequate compensation must be paid.

Methods used must be simple and of such a nature that they can be understood by all.

All parts of a concern must, of necessity, be rationalized.

Mr. Barbeau added that rationalization has given man a choice place in industry; the worker has become an expert who must have recourse more and more often to all his resources.

In closing, he expressed the hope that this movement towards the pursuit of greater and greater efficiency might lead to the abolition of all hard labour.

Physiological Aspect of Labour

Next to accidents, the worker's greatest enemy is fatigue. How can fatigue be kept within reasonable limits? Above all, how can it be prevented and its normal or abnormal causes reduced? With these questions Dr. Bertrand Bellemare, MPH, special adviser to the Quebec Department of Labour and the Workmen's Compensation Commission, tackled the problem of the physiology of labour in the industrial sphere and among the workers.

"If," he said, "with the considerable industrial expansion now going on, and if, in the present era of mechanization, we completely forget the most essential human factor, which is health, man will finally bring about his own destruction instead of improving himself while improving the machine."

Pointing out that machines used to be designed without any consideration for the human being, the speaker stated that the physiology of labour requires that the machine first be well adapted to the man and he will then adapt himself to the machine.

Dr. Bellemare also stressed the fact that work must be carried on in a healthy atmosphere; he reminded his listeners that the worker, who is the pillar of industry, must be in good health if he is not to impair the activity of industry.

After analysing some of the causes and effects of industrial fatigue, as well as certain remedies for it, the speaker stated that work must be regulated by a fair and healthy adaptation of the machine to the man and the man to the machine, by the elimination of all harmful substances from the vicinity, by the correction of differences in temperature and humidity, by an appropriate choice of colour, the elimination of noise, selection of the employees, and sanitary facilities.

Dr. Bellemare stated in closing that a healthy physiology and a healthy scientific organization of labour must go hand in hand with the extensive economic developments now in prospect.

Adaptation of the Worker in the Concern

It is up to management, and to an enlightened personnel management, to direct the transition in a human way, reducing the necessary shocks to a minimum, said Louis Philippe Brizard, Director of the Department of Industrial Relations at the University of Montreal, describing a method of adaptation to be recommended to the supervisory staff: group discussion—that is, complete participation by those to be affected by a change in a collective and systematic discussion under the direction of the supervisory officer.

This form of industrial democracy, according to the speaker, satisfies the psychological and social aspirations of the worker. However, he mentioned certain limits to this group discussion procedure: the need for a good psychological training of intermediate management; the need to educate the workers, and the practical difficulties involved in bringing together the workers affected by the changes.

Mr. Brizard concluded his brief outline with an explanation of the rôle of the personnel department and the advantages of union co-operation in the putting into effect of this adaptation technique of collective discussion.

Human Relations in Industry

In a remarkable synthesis of the human problems which arise during the development of a company, presented at the closing banquet, Rev. Father Noël Mailloux, OP, Director of the Human Relations Research Centre at the University of Montreal, emphasized the importance of studying the conditions which will make it possible to introduce, in a world of human efforts, mutual confidence based on sincerity, justice and charity.

"In order to achieve this purpose," he said, "we must group together all persons of good will in order to ensure closer and more effective co-operation in the carrying out of that task which consists of making labour a work of human improvement."

Father Mailloux, who is also Director of the Institute of Psychology of the University of Montreal, pointed out that it is not fair to give us over to that type of determinism which has led us to the gates of the abyss and to the most disastrous of wars.

He specified that we are faced with a fundamental problem of human relations, no longer of the individual towards another individual or group only, but of a community facing another community. It should be realized that we are social beings and that every one of our reactions may have a considerable effect on the persons living around us, he said.

"Man must therefore work in order to bring more happiness to society. And he will do so only in so far as he has a clear and objective conception of human and supernatural values."

The speaker was introduced by Rev. Father Gérard Dion, Assistant Director of the Department of Industrial Relations at Laval. The banquet was presided over by Gérard Tremblay, Deputy Minister of Labour for Quebec and Director of the Department of Industrial Relations at Laval.

Father Mailloux devoted the greater part of his talk to a history of the development of human relations in industry.

Work, he pointed out, is a personal matter, a condition of life. Man seeks, as it were, to make it the signature of his existence. Thus, instead of considering labour solely as a cause in production, we have come to recognize a real personal and human value in it.

In closing, Father Mailloux stated that work done solely for personal ends very often interferes with the operation of the concern. Labour must be a life, a work of love, a giving of oneself. Only then does it become fully effective, with regard to man and with regard to the community.

Fatal Industrial Accidents, 1952

Industrial fatalities in Canada during calendar year 1952* totalled 1,428, an increase of 13 over 1951 figure. Fatal and non-fatal accidents reported by Workmen's Compensation Boards also more numerous

During the calendar year 1952, industrial fatalities in Canada totalled 1,428, an increase of 13 over the 1951 figure of 1,415. Included in the final figure for 1951 are 12 deaths not previously reported. Accidents, both fatal and non-fatal, reported by the Workmen's Compensation Boards increased from 447,011 in 1951 to 477,885 in 1952.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the Labour Gazette.

During the year, there were 19 industrial accidents that caused the death of three or more persons in each case. On January 10, three loggers were drowned near Thurlow Island, B.C., when the boat in which they were transporting supplies back to camp overturned and sank. In the worst mining disaster since 1941, 19 coal miners lost their lives in a gas explosion on January 14 in a mine at Stellarton, N.S. A head-on collision between two freight trains at Abenakis, Que., cost the lives of two engineers, a fireman and brakeman. On January 30, three railway employees were killed in a collision of two freight trains at Argosy, N.B. The engine of one train ploughed into the caboose of the other, which had stopped to take on water.

Three men working on a construction project at Froomfield, Ont., were burned to death January 31, when a small heating unit used to prevent fresh mortar from freezing tipped over and sent flames roar-

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial accidents, may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at end of book.

ing up the partially completed tower in which they were working. On February 5, at Carman, Man., three steel workers were killed when trapped in a falling radio tower. The men had ascended the tower to repair damage done when an airplane struck the tower the previous day. Four employees of a construction firm were burned to death at Seven Islands, Que., on March 29, when the bunkhouse in which they were staying, caught fire. The accident occurred when one of the men tried to start a stove with gasoline.

On April 8, three sawmill workers were drowned in the Saskatchewan River near Nipawin, Sask., while attempting to save equipment when the mill in which they were working was flooded. At Lions Bay, B.C., a contractor, mechanic and a machinery salesman lost their lives on May 17, when the aircraft in which they were returning from a construction project crashed into the bay. Three employees of an air transport company were killed at Cartwright Harbour, Labrador, on May 18, when their aircraft crashed while attempting to land. On May 31, at Kirkland Lake, Ont., three miners died as a result of rockbursts in the mine in which they were working.

On July 3, a fishing vessel, the *Daisy B,* disappeared off the coast of British Columbia with seven men aboard. At Glace Bay, N.S., seven miners were killed in an underground explosion July 9. Seven employees of the Manitoba Government lost their lives in a plane crash at Berens River, Man., on July 21. A railway accident at Seven Islands, Que., on September 12 resulted in the deaths of two construction workers and two employees of a mining company. The four men were in a railway caboose which was struck by a flat car which had been rammed by a runaway diesel locomotive. On September 15, three tobacco workers were killed when the car in which they were travelling was in collision with a truck near Langton, Ont. At the time of the accident, the three men were being driven back to the farm where they were regularly employed, after spending the day working at a neighbouring farm. On September 25, at Port Arthur, Ont., four men lost their lives as a result of a dust explosion at the grain elevator where they were working.

A head-on collision between two trains at Ragged Rapids, Ont., on December 23, resulted in the deaths of five of the trains' crews. Seven seamen aboard the tug *Petrel* were drowned on December 27, when the tugboat disappeared in the Gulf of Georgia.

Fatalities by Causes.—Table H-2 contains information on industrial fatalities classified by main classes of industries with a complete breakdown of the new cause classification adopted January 1, 1952. An analysis of the causes of the 1,428 fatalities which occurred during the year shows that 391 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group, the largest number of deaths was caused by falling trees and limbs (70), by objects falling or flying in mines and quarries (46), and by automobiles and trucks (42). Accidents which involved "collisions, derailments, wrecks, etc.", were responsible for 338 of the total deaths during the period. These included 142 fatalities involving automobiles and trucks, 64 involving watercraft and 43 that were the result of railway accidents. In the classification "falls and slips" 262 fatalities were reported. Of these, 238 were caused by falls to different levels.

Fatalities by Provinces.—The largest number of industrial fatalities recorded in any province in 1952 was 481 in Ontario, a decrease of two from the preceding year. Of these, 103 occurred in manufacturing, 81 in the construction industry and 80 in transportation. In Quebec, 332 fatalities were recorded, including 71 in transportation, 67 in construction and 59 in the manufacturing industries. British Columbia followed with 270 during the year. Accidents in the logging industry were responsible for 75 of these fatalities. (*See* Table H-3).

Fatalities by Industries.—Table H-4 provides an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,428 fatalities in 1952 was in transportation, with 17·5 per cent as compared with 17·2 per cent in the previous year. Fatalities in the construction industry accounted for 17·2 per cent, an increase of two per cent over 1951.

The percentage in manufacturing showed a slight decrease, being 16·2 per cent compared with 16·4 per cent in the preceding year. In mining, the percentage increased from 13·5 per cent in 1951 to 14·6 per cent in 1952.

3rd Meeting of Apprenticeship Training Advisory Committee

Standard definitions of occupations and analyses of trades were main topics discussed. Recommendations made concerning publicity, upper age limits in and educational requirements for apprenticeship plans

Standard definitions of occupations and analyses of trades were the main topics discussed at the third meeting of the Apprenticeship Training Advisory Committee in Ottawa, April 20 and 21. Recommendations were made concerning publicity, upper age limits in apprenticeship plans and educational requirements of apprentices.

The two-day meeting was attended by representatives of labour, industry and provincial governments. Percy Bengough, President of the Trades and Labour Congress of Canada, presided until the second day, when he was succeeded in the chair by L. J. Sparrow of the Canadian General Electric Company.

The members of the Committee were welcomed by A. H. Brown, Deputy Minister of Labour, who said apprenticeship was a most urgent problem at the present time in view of Canada's expanding economy and the preparedness program during the cold war.

Hon. Milton F. Gregg, Minister of Labour, addressed the meeting and said the importance of having key people to take part in Canada's industrial expansion cannot be over-emphasized.

"The supply of skilled workers depends in large measure on the attitudes and co-operative efforts of employers and organized labour, which in turn are directly affected by your deliberations and recommendations," he told the members of the Committee.

Definitions and Classification of Trades

In his report to the Committee, A. W. Crawford, Director of Training in the federal Department of Labour, commented on the difficulty of developing occupational titles of designated trades which would be acceptable in all parts of Canada. The present work on trade analyses, he said, would be helpful in developing standard definitions at a later time.

Several methods of classification were in use, said Mr. Crawford. These included: the general nature of the work performed; the place the work is performed; the degree of skill and training required; and the nature of the skills required.

Members of the Committee were agreed that the degree and nature of the skills should be the main factors in defining trades. It was felt that standard apprenticeship schemes should provide training in the "hard core" of skills required. Apprentices, it was felt, could then proceed to specialize in any of the different branches of the trade.

A motion was passed urging that the work of trade analyses be continued and that the matter of standard definitions be left until after the completion of each analysis.

Trade Analyses

C. R. Ford, recently appointed Assistant Director of Training, reported that in co-operation with the Economics and Research Branch of the federal Department of Labour, all material for analysis of the carpentry trade had been gathered and a start made on material for the machinist trade.

The Director of the Economics and Research Branch, G. V. Haythorne, said the analyses are being prepared in consultation with employers, skilled tradesmen and teachers. These analyses will be sent to provincial vocational training directors for perusal and then presented in final form.

An analysis of the machinist trade, prepared by the Ontario Industrial Educational Council, was described by Mr. Sparrow. The plan, designed for small plants with few employees, provides for in-plant instruction and is an attempt to arrive at uniformity of training and classification.

Publicity

Methods of publicizing the need for in-plant training and group apprenticeship programs were discussed. It was felt that publicity by the federal Government should be integrated with that of the provincial governments through radio programs, films, articles in trade publications and displays

at fairs and exhibitions. Several members were of the opinion that publicity could be achieved most effectively through national employer and union organizations.

The Committee was agreed that publicity should be directed to local areas, should inform parents and teachers of the advantages of apprenticeship for children, and should encourage apprenticeship programs involving several plants.

Industry representatives pointed out that there is a shortage of apprentices in manufacturing. They indicated that more employers are becoming aware of the shortage and that this awareness could be followed up by publicity in the form of visits by experienced field men promoting in-plant training schemes.

The Committee adopted a resolution calling the attention of the federal and provincial governments to the importance of immediate and continued programs under which a greatly increased proportion of employers will be associated in group apprenticeship schemes. Such programs, said the resolution, should point out the availability of federal financial participation in this matter, both as to field staff and publicity campaigns.

Drop-outs in Apprenticeship

Mr. Crawford estimated that, according to information received from the provinces, 30 per cent of all apprentices enrolled in designated trades have their contracts cancelled for various reasons. The reasons given, in order of incidence, are: lack of interest; enlistment in the armed forces; and lack of fitness for the trade.

Suggested remedies for this situation, said Mr. Crawford, included development of sympathetic informed attitudes towards apprenticeship on the part of employers, unions, teachers, parents and youths; better selection methods through pre-employment classes to determine fitness; fair standard entrance qualifications including abolition of upper age limits and adjustments in apprenticeship periods; greater time credits for school training; enactment of Tradesmen's Qualification Acts; and higher wages for apprentices.

Suggestions for retaining apprentices included closer supervision on the job and in classes; follow-up of those who quit or leave the province; a system of transfers for better instruction and during slack periods; frequent increases in pay rates with bonuses for outstanding ability; full-time classes to replace part-time and evening classes; periodic consultations with employers, parents and apprentices; co-operation with the armed forces with respect to credits; and more rigid enforcement of law and regulations.

The Committee recommended that these suggestions be passed on to provincial apprenticeship boards and directors of apprenticeship for their consideration and for the consideration, study and information of all advisory committees.

Education

In his report, Mr. Crawford emphasized the need for close co-operation between vocational schools and industry. The Committee agreed that educational measures should be co-ordinated at all levels, from manual training classes through pre-employment classes to the trade training itself.

The Committee recommended that the Training Branch of the federal Department of Labour make a survey of the educational requirements for apprentices demanded by trade unions, companies and provincial apprenticeship boards.

Other Matters

J. H. Ross, head of a special committee on equipment and teaching aids for automotive classes, reported on conferences held with auto manufacturers. Both manufacturers and dealers, he said, felt the need for more mechanics of better quality and welcomed government interest in this field.

Mr. Ross reported that equipment in most trade schools was fair to good and that it was being supplied by manufacturers either at reduced prices or on loan.

T. A. Fishbourne of the Unemployment Insurance Commission reported that there had been some difficulty at national employment offices in identifying and classifying *bona fide* apprentices. Under a newly-adopted system, however, classification will be uniform for all provinces in Canada. At the same time, unemployed apprentices registered with the unemployment insurance commission will also be registered with local apprenticeship directors.

The members of the Committee were shown a film, *Building for Tomorrow*, dealing with apprenticeship in the construction trades. The film was produced by the National Film Board and presented by the Information Branch of the Department of Labour.

Representatives of the Economics and Research Branch reported that the Labour Department's bulletin *Apprenticeship in Canada* is being revised and brought up to date. When completed, the 75-page

booklet will contain a short history of apprenticeship, a survey of government apprenticeship programs, acts and assistance, a description of private industrial apprenticeship plans and plans in the armed forces. An appendix will contain apprenticeship programs of foreign countries, typical apprenticeship forms and a table of designated trades.

Members of the Committee stated their governments and organizations would find considerable use for the booklet.

Members of the Committee

Members present at the meeting were: W. E. Wilson, Deputy Minister of Labour, Winnipeg; J. H. Ross, Supervisor of Trade Training, Department of Labour, Ottawa; J. B. Metzler, Deputy Minister of Labour, Toronto; G. Rousseau, Technical Advisor, Apprenticeship Services, Department of Labour, Montreal; R. E. Anderson, Chief Administrative Officer, Department of Labour, Halifax; J. C. Campbell, Canadian Acme Screw and Gear, Ltd., Toronto; L. S. Sparrow, Supervisor of Apprentices, Canadian General Electric Co., Peterborough, Ont.; A. E. Hemming, Trades and Labour Congress of Canada, Ottawa; and H. Conquergood, Director of Education and Welfare, Canadian Congress of Labour, Toronto.

Others present were: N. D. Cochrane, Deputy Minister of Labour, Fredericton; K. A. Pugh, Chairman, Alberta Apprenticeship Board, Edmonton; D. C. Hicks, Inspector, Apprenticeship Branch, Ontario Department of Labour, Ottawa; J. A. McLaughlin, Assistant Commissioner of penitentiaries, Ottawa; R. E. Nuth and S. D. C. Chutter, Canadian Construction Association, Ottawa; G. V. Haythorne, W. Dymond, P. Cohen and W. W. McCutcheon, Economics and Research Branch, Department of Labour, Ottawa; G. G. Blackburn and H. L. Douce, Information Branch, Department of Labour, Ottawa; and T. A. Fishbourne, H. C. Hudson, J. McGregor and D. W. McDuffee of the Unemployment Insurance Commission, Ottawa.

Recent Speeches by Minister of Labour

Hon. Milton F. Gregg discusses rehabilitation of the disabled, post-war trends in industrial relations, supply of professional workers

In three recent speeches, Hon. Milton F. Gregg, federal Minister of Labour, spoke on rehabilitation of disabled persons, post-war trends in labour-management relations and Canada's resources in professional workers.

At a meeting of the Forest City Kiwanis Club in London, Ont., Mr. Gregg called upon Canadians, and particularly service clubs, to help with the work of rehabilitating disabled men and women.

"If Canada is going to play its part in the maintenance of world peace, it must become and remain strong through defence preparation, in other words, it must make full use of its manpower resources. This presupposes effective use of all who are or should be in the labour force, and that includes the disabled," he said.

"This is important, because as a result of the low birth rate in the '30s, the number of fit young Canadians becoming available to enter upon productive work each year is not sufficient to maintain our present rate of production. And the statisticians say that this situation will not right itself until 1966."

Mr. Gregg said that during the 14 months of its existence, the National Advisory Committee on the Rehabilitation of Disabled Persons had found that through the co-operation of government agencies, the medical profession, educationalists, vocational experts and placement services, a system can be developed that will channel the disabled from a life of dependence to a place where they can taste of the joy of personal achievement and can make their maximum contribution to the wealth of the nation.

The National Committee, said Mr. Gregg, had shown first that money is not *spent* on rehabilitation, but *invested,* and second, that while we tend to stress those who can become wholly or partly productive in the economy of the nation, the eventual objective is to restore *all* the disabled to the highest place in a community that they are capable of assuming.

Mr. Gregg said the federal Department of Labour is broadening the scope of vocational training for disabled persons and suggested that sheltered workshops, established by service clubs, voluntary agencies

and groups of employers, are necessary in a fully rounded out rehabilitation plan. These workshops, he said, could employ those who cannot compete on the open labour market in such work as packaging small products.

In an address to the Hamilton branch of the Canadian Chamber of Commerce, Mr. Gregg said that with more than one in three paid workers from all industry under agreements, Canada's economy is heavily influenced by decisions made in collective bargaining.

In the post-war years, said the Minister, labour and management "are showing an increasing awareness that, since they have to live together, ways and means can be found to make life tolerable for both.

"An observer of the contemporary labour relations scene cannot help but be struck by two healthy developments. First, the advances in working conditions represent continuing results of joint decisions by management and labour. No dictatorial decision has shaped the trends but they have grown out of the meeting of the different points of view that are brought to bear on mutual problems.

"The second encouraging result to be seen in the trend of settlements is the breadth of social consciousness reflected in them. Problems such as those of standards of living, leisure time, old age and the workers' security on the job are all reflected in the bargaining of the past decade."

By and large, said Mr. Gregg, labour and management are using collective bargaining to solve problems in which the public interest is concerned and to settle their disputes without interrrupting production.

"Approximately 7,000 collective agreements are now in effect in various sections of Canadian industry. Most of these are negotiated annually without reference to government conciliation machinery, either federal or provincial.

"In the year 1952, only about 2,100 cases of negotiations went to conciliation. Of this number, almost 1,400 cases were settled with the help of conciliation officers and, of the 718 remaining cases, only 69 eventually ended in a strike."

Mr. Gregg said the two main functions of the federal Department of Labour were to provide conciliation services and to supply information on labour questions. He said the department considers that its duty is to assist labour and management "to work together in such a manner that industry will function to the greatest advantage of all the people of Canada".

At the annual meeting in Ottawa of the Professional Institute of the Public Service, Mr. Gregg revealed that Canada today has 377,000 professional workers. Enrolment in universities this year, he said, totals some 53,000 undergraduates, compared with the record high of 80,000 in 1947-48.

"This year," said the Minister, "it is estimated 10,000 new graduates will be seeking employment. By the middle of March our departmental returns indicated that there were 16,000 openings for them and for summer students, not including the requirements of the Civil Service Commission and the armed services."

Mr. Gregg said the Government is the largest employer of professional men and women, with approximately 32,000 in the Civil Service.

"Canada's rapidly developing economy, the growing complexity of all levels of government, and defence preparedness have all added to the demand for professional workers.

"Today the complexity of warfare means that defence preparedness calls for the services of people with professional training in many different fields. Large numbers of scientists, engineers and other highly trained personnel are required. These developments mean that Canada faces heavy pressure on the limited supply of professional persons."

Mr. Gregg expressed the hope that "a fair quota of our young graduates will be self-employed . . . dangerous-living, rugged individualists, who will gaily hang out their own shingles as consultants, counsellors and advisors."

Average hourly and weekly earnings of hourly-rated wage-earners in Canadian manufacturing industries reached new all-time high levels at the beginning of March, according to the Dominion Bureau of Statistics.

Hourly earnings in manufacturing averaged 134·7 cents compared with 127·8 a year earlier, weekly wages $56.71 compared with $53.29, and average hours 42·1 compared with 41·7.

International Labour Organization

36th ILO Conference Begins

Director-General in annual report urges widespread acceptance of the need for higher productivity. Hon. Milton F. Gregg attends sessions

A widespread comprehension and acceptance of the need for higher productivity was urged by David A. Morse, Director-General of the International Labour Organization, in his report to the 36th general conference of the ILO, which opened June 4 in Geneva. It will end June 27.

"We must narrow the gap of production," said Mr. Morse. "This must be done if we are to lay a secure basis for peace, if freedom and liberty are to prevail, and if we are to win our long battle for the dignity of the individual and of labour."

Some 66 member countries have sent tripartite delegations to the three-week conference, where about 650 worker, employer and government delegates and advisers are discussing holidays with pay, protection of the health of workers in places of employment, the minimum age of admission to work underground in coal mines, and the organization and working of national labour departments. The delegates were given information and reports on the application of conventions and recommendations of previous conferences.

The Hon. Milton F. Gregg, federal Minister of Labour, is attending the conference. Other members of the delegation from Canada are:—

Government delegates: Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch (head of the delegation) and G. V. Haythorne, Assistant to the Deputy Minister and Director, Economics and Research Branch. Government advisers are: H. R. Pettigrove, Industrial Relations Officer, Federal Department of Labour, Fredericton, N.B.; Ernest Watkinson, Chief of the Occupational Health Division, Department of National Health and Welfare, Ottawa; and Bruce Williams, Deputy Delegate, Canadian Permanent Delegation to the United Nations, Geneva.

Employer delegate: Clyde E. Shumaker, Director of Personnel, Goodyear Tire and Rubber Company of Canada, member of the Industrial Relations Committee, Canadian Manufacturers' Association, Toronto. Advisers to the employer delegate are: J. A. Brass, General Secretary, Railway Association of Canada, Montreal; R. V. Robinson, Assistant Manager, British Columbia Division, Canadian Manufacturers' Association, Vancouver; Allan Ross, Ross-Meagher Limited, representing the Canadian Construction Association, Ottawa; and H. McD. Sparks, Manager, Industrial Relations Division, Northern Electric Company, representing the Canadian Chamber of Commerce, Montreal.

Worker Delegate: Claude Jodoin, Vice-President, Trades and Labour Congress of Canada, Montreal. Deputy worker delegate is James Morrison, Research Director, District 26, United Mine Workers of America (CCL), Cape Breton. Advisers to the worker delegate are: A. H. Balch, member of the Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa; Carl E. Berg, Vice-President, Trades and Labour Congress of Canada, Edmonton; and Lucien Dorion, Vice-President, Canadian and Catholic Confederation of Labour, Quebec.

Secretary to the Canadian delegation is H. T. Pammett, Executive Assistant, ILO Branch, Department of Labour, Ottawa.

Other Canadians attending the conference are: Hon. Antonio Barrette, Minister of Labour, Province of Quebec; Hon. Charles Daley, Minister of Labour, Province of Ontario; and Louis Fine, Chief Conciliation Officer, Department of Labour, Toronto.

At the opening session, Senator Irving McNeil Ives of the United States was elected conference president. Vice-presidents elected were Ibrahim Alami of Iran for the government group, Charles Kuntschen of Switzerland for the employers' group and Albert Roberts of the United Kingdom for the workers' group.

The report of the meeting of experts on productivity in manufacturing industries, held in Geneva last December (L.G., Jan., p. 50), was submitted to the conference. This report recommended that arrangements be made for ILO officials to visit plants of outstanding efficiency in various countries in order to obtain first-hand information on productivity methods and results, and that the ILO serve as an international clearing house of information

as well as continue its technical assistance on productivity in the less developed countries.

In his report to the conference, Mr. Morse remarked that during the past year there had been no extension of war, inflation had largely given way to stability and unemployment had not grown as appeared possible at one time.

"Contrary to what had been feared," he stated, "real wages and employment, the most important indicators of wage-earners' welfare, have not suffered the reduction that it was, at one time, feared would result from rearmament.

"The overwhelming need is for peace," said the Director-General. "Second only to that, and indeed an essential part of it, is the problem of economic and social justice.

"What is wanted now is more output in order to confirm the check to inflation, to maintain the growth of employment, to make a positive contribution to the battle against poverty in the great bulk of the world, and above all to tip the balance in favour of peace."

Emphasizing that there is still ample room for further increases in productivity, Mr. Morse said no one particular improvement in methods is likely to have a dramatic impact on living standards. It is, he said, a matter of an enormous number of small independent improvements in many small sections of all economies, all adding up to a gradual but perceptible increase of productivity.

"Increasing productivity is not primarily a matter of making workers work harder. It is a matter of using more effectively the efforts that workers are already making," he said.

"It is for us to ensure that we shall enjoy the great advantages of substantial and continuing increases in productivity, and that they shall be accompanied by fair shares for all, by an over-all level of employment that rises steadily with the number of those seeking work, by more interesting and satisfying work, and by an increasing degree of co-operation between governments, employers and workers in facing their common problems."

Four essential conditions under which higher productivity will yield an increase in welfare were listed by Mr. Morse as: (1) there should be the fullest possible consultation and co-operation between employers and workers; (2) the benefits of higher productivity should be fairly distributed; (3) effective action should be taken to ensure that higher productivity does not lead to unemployment, and (4) higher productivity should be sought by means which require of workers only a speed and intensity of work which they can maintain without increasing fatigue, strain or risk to health or safety.

"Everybody agrees that workers as a whole should share in the benefits resulting from higher productivity," he said, "and it is evident that, at least in the more highly developed countries, they have in fact done so."

Fair wages are not the only consideration in deciding what form this share should take, he declared. There is also the matter of the prices at which goods are sold and of the proportion of the increase in wealth yielded by higher productivity which should take the form of social services, better working conditions and workers' housing. A reduction in normal hours of work in appropriate cases may also be a part of the gain from higher productivity, he said.

In addition to the debate on Mr. Morse's report, other items on the conference agenda include "The Organization and Working of National Labour Departments," "The Protection of the Health of Workers in their Places of Employment," and "Minimum Age for Admission to Work Underground in Coal Mines."

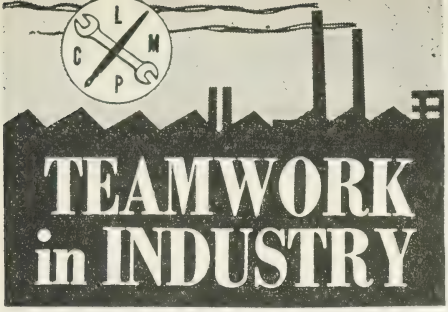
The discussion on national labour departments is scheduled as a means of exchanging information and experience between countries in which labour departments are at different stages of development. No general consideration of the problems of organization and working of labour departments has previously been undertaken by an ILO conference.

The question of regulations to protect the health of workers at the workplace was considered by last year's conference. The ILO secretariat was instructed to prepare a report after consulting with governments. This year's conference will decide whether the proposed regulations should take the form of one or more Conventions or a Recommendation, or both.

Adoption of a Recommendation that proposes that the minimum age of employment underground in coal mines be fixed at 16 years will be considered by the conference. It was drafted on the basis of a resolution adopted at the 1952 sessions.

Other items on the agenda include: preliminary discussion of principles governing holidays with pay; a proposed constitutional amendment to increase membership of the Governing Body from 32 to 40; and the ILO's 1954 budget.

Fernando Garcia Oldini, Chilean Minister to Switzerland, who is Chairman of the ILO Governing Body, officially opened the conference.



The sixth in a series of research studies on labour-management production committees, *Joint Consultation in The E. B. Eddy Company,* is now available for distribution by the Labour-Management Co-operation Service.

The study has been prepared by the Department of Labour in co-operation with the management, committee members, and officials of the three international unions who are bargaining agents for The Eddy Company Employees. These unions are: Local 34 of the International Brotherhood of Paper Makers (AFL-TLC); Local 50 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC); and Local 412 of the International Association of Machinists (AFL-TLC).

The booklet describes in detail the organization, conduct of meetings and publicity arrangements for the committees; their accomplishments and their relationship to the personnel department. After experiencing some difficulty in the early years after their founding in 1942, the committees have gradually evolved to the stage where they are recognized by both unions and management as a vital instrument in their industrial relations.

Speaking as a representative of management, A. Welch, Vice-President and General Manager, says: "The work of the Employee-Management Committees (LMPCs) within The E. B. Eddy Company has resulted in many tangible and intangible benefits for both management and employees. There is no doubt that the system has served as a vital link between the supervisory staff and the employees in general, a link which we consider to be of the utmost importance in promoting the spirit of co-operation and friendliness so essential to the effective operation of our mills."

Typical of the attitude of the representatives of organized labour is that of G. Courval, President of Local 34 of the International Brotherhood of Paper Makers, who says: "I have become a firm supporter of our Employee-Management Committees. At first I had some doubts about them and thought they might tend to weaken our union; but they have demonstrated their value time and time again and the union itself is stronger than ever. I am convinced of management's interest in the committees and they, and we, have every reason to be satisfied with our accomplishments."

The study points out that the LMPC at The E. B. Eddy Company has succeeded in bridging the gap which had frequently separated labour and management. Through the committees, labour and management have been able to co-operate to their mutual advantage without infringing on the rights of either.

Copies of this research study may be obtained by writing to the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.

* * *

Although it has been in operation for less than one year, the LMPC at the Lachine Canal operation of the Canadian Department of Transport in Montreal has a fine record of accomplishments.

The purpose of the LMPC is to provide for and facilitate co-operation, mutual understanding and confidence between officers and employees, and to establish a two-way communication channel between Labour and Management for the exchange of ideas and information on canal operation and maintenance problems. It is also empowered to discuss problems affecting the canal administrative offices.

Among the matters which the LMPC discusses are improvements in operation and maintenance efficiency, elimination of waste in labour and materials, safety, education, welfare and recreation, and the reduction of absenteeism.

The canal management is highly pleased with the excellent co-operation it has received from the men and officials of Local 3104, United Steel Workers of America (CIO-CCL), which speaks for the employees. The LMPC has increased understanding and co-operation between labour and management, and canal operation and maintenance has improved as a result.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received seven applications for certification.

Applications for Certification Granted

1. International Association of Machinists, applicant, on behalf of a unit of clerical employees of Colonial Airlines, Inc., employed at Montreal Airport (Dorval), Montreal City Ticket Office, Ottawa Airport (Uplands), and Ottawa City Ticket Office (L.G., May, p. 697).

2. Saskatchewan Wheat Pool Employees' Association, on behalf of monthly salaried staff, office, and clerical staff of Saskatchewan Co-operative Producers Limited, Flour Mill Division, employed at the flour mill with elevator located at Saskatoon, Sask. (L.G., May, p. 697).

Representation Vote Ordered

Association of Radio and Television Employees of Canada, applicant, and Canadian Broadcasting Corporation, respondent (program and administrative personnel) (L.G., Feb., p. 239).

Applications for Certification Rejected

1. International Association of Machinists, applicant, and Trans-Canada Air Lines, respondent (ramp controllers) (L.G., March, p. 418). The application was rejected for the reason that ten months of the term of the current collective agreement had not expired.

2. Local No. 4, Marine Department, Canadian Communications Association, ACA, applicant, and Canadian National Steamship Company Limited, Vancouver, respondent (wireless operators) (L.G., March, p. 418). The application was rejected for the reason that the proposed bargaining unit was not appropriate for collective bargaining, as for all practical purposes it did not comprise a group of employees.

Applications for Certification Received

1. National Association of Broadcast Engineers and Technicians on behalf of a unit of employees of Radio Station CKOY, Ottawa (Investigating Officer: B. H. Hardie).

2. International Chemical Workers' Union, on behalf of a unit of employees of Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: R. L. O'Neill).

3. United Mine Workers of America, District 50, Region 75, Local 13618, on behalf of a unit of unlicensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

4. Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Purity Flour Mills Limited employed in the company's plant at St. Boniface, Man. (Investigating Officer: J. S. Gunn). (The application was withdrawn later in the month.)

5. United Packinghouse Workers of America on behalf of a unit of employees of Purity Flour Mills Limited employed in the company's plant at St. Boniface, Man. (Investigating Officer: J. S. Gunn).

6. Brotherhood of Railroad Trainmen on behalf of a unit of conductors and assistant conductors employed by the Canadian National Railways on its Atlantic and Central Regions, except the Newfoundland Division (Investigating Officer: J. L. MacDougall).

7. Brotherhood of Railroad Trainmen on behalf of a unit of conductors employed by the Canadian National Railways on its Western Region (Investigating Officer: J. L. MacDougall).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April the Minister appointed conciliation officers to deal with the following disputes:—

(1) Canadian Pacific Air Lines Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie).

(2) Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: D. S. Tysoe).

(3) Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers of America, Local 14 (Conciliation Officer: F. J. Ainsborough).

(4) Newfoundland Employers' Association Limited, St. John's, and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

Settlements Reported by Conciliation Officers

(1) Canadian Pacific Air Lines Limited (Accounting Department), Vancouver, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie) (L.G., April, p. 575).

(2) Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: D. S. Tysoe) (*See* above).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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(3) Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers of America, Local 14 (Conciliation Officer: F. J. Ainsborough) (*See* above).

(4) Westward Shipping Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 574).

Conciliation Boards Appointed

(1) Canadian National Newfoundland Steamship Service, Canadian National Railway Company, and Canadian Merchant Service Guild, Inc. (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(2) Canadian Steamship Lines Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(3) Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes & St. Lawrence Transportation Company Limited, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(4) National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month).

(5) National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

Conciliation Boards Fully Constituted

(1) The Board of Conciliation and Investigation established to deal with matters in dispute between J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co., Ltd.; North American Elevators Ltd.; Sorel Dock and Stevedoring Co. Ltd.; Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., May, p. 699) was fully constituted in April with the appointment of Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister in the absence of a joint recommendation from the other two members, Léonce Plante, QC, and Marc Lapointe, MCL, both of Montreal, who were previously appointed on the nominations of the companies and the union respectively.

(2) The Board of Conciliation and Investigation established in March to deal with matters in dispute between Red River Grain Company Limited, St. Boniface, Man., and Malt & Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, p. 699), was fully constituted in April with the appointment of John B. Rollit, Winnipeg, as Chairman. Mr. Rollit was appointed by the Minister on the joint recommendation of the other two members, Ivan J. R. Deacon and Harvey Barber, both of Winnipeg, who were previously appointed on the nominations of the company and union respectively.

Conciliation Board Report Received

During April the Minister received the report of the Board of Conciliation and Investigation established in February to deal with matters in dispute between British Columbia Coast Steamship Service of the Canadian Pacific Railway Company; Canadian National Steamships; and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 699). The text of the Board's report is reproduced below.

Settlement Following Board Procedure

Keystone Transports Limited and Canadian Merchant Service Guild, Inc. (L.G., Jan., pp. 54 and 90).

Strike Following Board Procedure

Gatineau Bus Company Limited, Hull, Que., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (L.G., May, p. 699). The strike was settled on April 20 with the assistance of Raoul Trépanier, Industrial Relations Officer of the Department.

Britain's 704 trade unions have a total membership of 9,480,000, the highest on record, government statisticians have announced. Women members number approximately 1,775,000. (For Canadian union membership, see LABOUR GAZETTE, May, p. 646; for U.S. membership, p. 815).

Report of Board in Dispute between

British Columbia Coast Steamship Service, Canadian Pacific Railway Company; Canadian National Steamships; Union Steamships Limited

and

Seafarers' International Union of North America, Canadian District

The Hon. MILTON F. GREGG, VC,
Minister of Labour,
Ottawa 4, Ontario.

In the matter of the Industrial Relations & Disputes Investigation Act and a dispute affecting: "Seafarers' International Union of North America, Canadian District, the Applicant

and

British Columbia Coast Steamship Service (Canadian Pacific Railway), Canadian National Steamships, Union Steamships Limited."

Dear Mr. MINISTER:

On the 19th day of March 1953 you were pleased to appoint a Conciliation Board to investigate the above dispute. The Board was constituted as follows:—

Philip Fleming, Esq., Victoria, B.C., Chairman.
Jack Price, Esq., Vancouver, B.C., Union Nominee Member.
R. Mahoney, Esq., Vancouver, B.C., Company Nominee Member.

Hearings were held in Vancouver on March 30 and 31, April 1, April 2, April 9 and April 10, 1953. The Easter holidays intervening.

The Steamship Companies were represented by:—

T. Gossage, Canadian Pacific Railway.
P. Ayrhart, Canadian National Railway.
G. A. MacMillan, Canadian National Steamships.
H. Tyson, Canadian Pacific Railway.
Capt. O. J. Williams, Canadian Pacific Railway.
E. E. Stewart, Canadian Pacific Railway.
L. O. Dwyer, Canadian Pacific Railway.
R. C. McLean, Union Steamships.
Capt. W. Suffield, Union Steamships.
J. Muirhead, Union Steamships.

On April 15, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Seafarers' International Union of North America, Canadian District, and (1) British Columbia Coast Steamship Service, Canadian Pacific Railway Company; (2) Canadian National Steamships and (3) Union Steamships Limited, Vancouver.

The Board was under the Chairmanship of Philip Fleming, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation of the other two members. The nominee of the companies was Richard A. Mahoney, Vancouver; the union nominee, Jack Price, Vancouver.

The text of the Board's report is reproduced herewith.

The Employees were represented by the following Union members:—

N. Cunningham.
D. Joyce.
B. Perkins.
S. Scharp.
D. W. O'Reiley.

The hearings were protracted and delayed, there being three companies to consider and Easter intervened.

Extensive briefs were presented.

WAGES: A two-year agreement was signed by the three companies on March 1, 1951, which contained the privilege of re-opening the wage clause on March 1, 1952.

This was not done.

A majority of the Board, Mr. J. Price and the Chairman, recommend a wage increase of Thirty Dollars ($30.00) per month across-the-board, except for stewards on Union Steamships who are to receive the wage increase of seven per cent (7%) and seven cents (7¢) recently negotiated

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for the stewards on Canadian National Railways and Canadian Pacific Railway boats.

The Employers' nominee, Mr. R. A. Mahoney, recommends a wage increase for all personnel of seven per cent (7%) and seven cents (7¢), across-the-board.

The Board unanimously recommends the following:—

Retroactivity: The wage increase to be retroactive to September 1, 1952.

Union Security: Any unlicensed personnel as provided for in this agreement shall be required to, as a condition of employment, either to join the Union and to continue as a member thereof during their employment, or in the alternative to tender the Union one month's dues, and to pay subsequent monthly dues, as required of Union members, and failure to pay such monthly dues shall be a bar to further employment with these companies until such arrears are paid. The above regulation shall be complied with within thirty (30) days of employment by the employees of the said companies.

Vacations: It is recommended that the companies concerned shall grant one week holiday with pay after twelve (12) months service and two weeks holiday with pay after twenty-four (24) months service.

As there are three companies concerned it is recommended that no company shall lessen the present benefits.

Statutory Holidays: Unanimously recommended that there shall be seven (7).

Penalty Rate: For cleaning double bottom water tanks, boilers, working inside smoke stacks, working in bilges below bottom deck plate a bonus of seventy-five cents (75¢) per hour is recommended.

Oilers and Firemen: It is recommended that each company specify the duties of Oilers and Firemen on sea watches on each ship.

Cargo—Petty Officers: It is recommended that Union Steamships include daymen in the category of Petty Officers in the Deck Department who receive overtime penalty pay, when called upon to work cargo.

Payment for Cargo Handling: In the light of evidence submitted this Board recommends that the basis of pay for handling cargo remain as in the present agreement.

Hours of Work: Recommended that the hours of work remain as at present—namely eight hours within a spread of sixteen hours for all unlicensed deck and engine room ratings—other than watchkeepers.

Calculation of Overtime: Recommended that overtime be calculated as in the present contract in increments of fifteen (15) minutes.

Standby Time for Union Steamships: Recommended regularly monthly wage rate be paid for standby time for Union Steamships—this not to include subsistence pay.

Hours of Work for Routine Operation Duties: Recommended that there be no change in the present hours of work during which routine operations are performed.

We further recommend that the companies concerned make an effort to have the work performed in daylight hours where possible.

Summer Bonus for Cooks & Stewards, Union Steamships: Recommended that the summer overtime bonus for cooks and stewards employed by Union Steamships be increased from Twenty-Five Dollars ($25.00) per month to Thirty Dollars ($30.00) per month.

Overtime Pay: Recommended that the overtime rate of $1 per hour be increased by the same percentage amount as the recommended wage increase.

Contract: Recommended the provisions of the contract other than wage rates be effective as of March 1, 1953.

In the light of a very considerable amount of time and effort spent by all members of this Conciliation Board, it is expected that within the framework of the award a satisfactory settlement will be arrived at forthwith without further bargaining.

Respectfully submitted.

(Sgd.) Philip Fleming
Chairman

(Sgd.) Jack Price
Member

(Sgd.) R. A. Mahoney
Member

World's Longest Strike Has Ended

The death of an Irish tavern keeper has ended a strike which lasted 14 years. The strike began when the publican, James Downey, fired a bartender. The Irish National Union of Vintners, Grocers and Allied Trade Assistants began to picket his tavern at Dun Laoghaire and continued, day after day, year after year, for 14 years until the proprietor's death May 30.

Report of Arbitrator in Dispute between

Canadian National Railways and the Canadian Pacific Railway Company

and

Brotherhood of Railroad Trainmen

In the matter of disputes between the Canadian Pacific Railway Company, Canadian National Railways, and the Brotherhood of Railroad Trainmen relating to requests for increased rates of pay, an escalator clause, rules changes, and a five-day week in yard service.

By appointment of the Hon. the Minister of Labour, dated the 17th of April, 1953, reciting that, "whereas differences of opinion have arisen between the parties as to the proper interpretation and application of the provisions of Clause One of the said Memorandum of Understanding reading: 'Increase of 12 per cent in wages effective February 1, 1953'," I have been appointed to arbitrate the said issue and thereafter to report my award forthwith to the parties.

On the 7th of February 1952, notices were served by the Brotherhood upon both the Canadian National and Canadian Pacific Railways, each of which contained the following request or demand:—

> that all wage rates however established, applicable to miles, overtime, arbitraries and special allowances, be increased by thirty-five per cent (35%), effective April 1, 1952.

Ultimately, two Boards of Conciliation were appointed under a common chairman, and the majority reports, which were accepted by the railways but rejected by the Brotherhood, contained the following paragraph:—

> This Board, after hearing all the representations and bearing all these factors in mind, are prepared now to find that there should be a wage increase across-the-board at this time of 12 per cent.

It may be observed that in the case of the Board which dealt with the dispute to which the Canadian National Railways were a party, the railways' rebuttal statement contained the following paragraph:—

> The above differentials and allowances have been in effect for a great number of years. Although arbitrary, they have become traditional, as have those contained in other Running Trades wage agreements. Settlements with Engineers and Conductors this year maintained the differentials and allowances in cents. Similarly, in this case, no wage adjustment should disturb existing differentials measured in cents.

No reference is, however, made to this matter in the report of the Board which dealt with this dispute and the effective portion of their report is as above set out.

Following the reports of the Conciliation Boards, negotiations took place between the Brotherhood and the railways which ultimately resulted in a meeting of January 29, 1953, between the parties at which agreement was reached and a memorandum thereof drafted by one of the railway officers engaged in the negotiations. The relevant portion of this memorandum reads as follows: "12 per cent effective Feb. 1".

This was followed on the 4th of February by the signed memorandum of that date. This also was drafted by the railways. Paragraph 1 of this document is already reproduced above.

Following the receipt of the reports of Conciliation Boards in disputes between the Brotherhood of Railroad Trainmen and Canadian National Railways (L.G., Feb., pages 248-259) and the Canadian Pacific Railway Company (L.G., Feb., pages 260-274), further negotiations between the parties resulted in the signing by the railways and the union of a "Memorandum of Understanding" at Montreal on February 24, 1953. This Memorandum in turn became the subject of a dispute concerning the proper interpretation and application of its provision relating to a wage increase of 12 per cent. In consequence of a proposal made to the parties by the Minister of Labour, it was agreed that the differences between them on this matter should be referred to arbitration. On April 17, 1953, the Minister of Labour appointed the Hon. Mr. Justice R. L. Kellock to arbitrate the issue. The text of the arbitrator's award, submitted to the parties on April 24, is reproduced herewith.

The facts above recited are common ground between the parties, as is also the fact that apart from the reference to the question of "differentials" in the rebuttal statement of the Canadian National Railways, to which I have referred, no reference was made to this subject by any of the parties prior to the dispute going to conciliation or during any of the negotiations subsequent to the reports of the Conciliation Boards. It was only subsequent to February 4, 1953, when the new rates became the subject of discussion between the Canadian National Railways and its employees, and, in the case of the Canadian Pacific Railways, when the new rates were put into effect on the first payday subsequent to February 4, that the difference between the parties emerged.

The railways took the view of the settlement that the "differentials" between employees engaged in way freight service and through freight service, as well as certain other differentials between other classes of employees, were to be preserved, while the Brotherhood has maintained the contrary view.

It seems plain that before the final document of February 4, 1953, was actually signed, those in charge of the preparation of the new schedule of rates on behalf of the Canadian National Railways were of the opinion that these differentials were to be maintained as a schedule of the new rates was prepared as early as February 2, in accordance with the railway view. This, however, did not come to the attention of any of the representatives of the Brotherhood until after the final memorandum of settlement had been signed. The representatives of the Brotherhood say that at no time when presenting their demands or subsequently, did they have in mind that these differentials would be preserved. The question for decision in such circumstances is, therefore, as to what is the reasonable meaning of the language which the parties have employed in the memorandum of settlement, and whether, if such language is ambiguous, any light is thrown on its interpretation by relevant surrounding circumstances.

It is "wages" which under the document of February 4, 1953, are to be increased by 12 per cent, and there is no limitation or qualification. In my opinion, this language is clear and does not provide any basis for the limitation contended for by the railways.

If the language employed could be said to have any ambiguity, it would seem to me that such ambiguity would be entirely removed by a number of considerations. In the first place, the request or demand of the Brotherhood, as already pointed out, was for an increase in "all" wage rates however established. In the second place, the Canadian National Railways at least, advanced before that Conciliation Board the contention that any wage adjustments should not disturb "existing differentials measured in cents", but, on the language employed by the Board in its report, that contention was not given effect.

There is the further consideration that both memoranda of settlement were drawn by the railways themselves and if the increase was to be applied only to "basic" rates or to all wage rates "subject to existing differentials being preserved", some such language would seem to have been called for.

I think, therefore, that I cannot give effect to the contention of the railways and that in applying the increase of 12 per cent under the agreement of February 4, 1953, regard may not be had to the preservation of any pre-existing differentials.

Dated at Ottawa this 24th day of April, 1953.

(*Sgd.*) R. L. Kellock.

Rail Union "Will Not Condone" Slowdowns

A declaration that it "will not condone" slowdowns was made recently by the Brotherhood of Railroad Trainmen when its members ended a five-day strike on the Union Railroad in Pittsburgh, Pa.

The Brotherhood agreed that "the carrier is entitled to, and the employees are under obligation to perform, a fair and reasonable day's work of eight hours."

The strike of 1,500 men was called when two members of the union were given 10-day suspensions for conducting slowdowns on the job. In the settlement with the carrier, however, the union agreed that the two employees had been at fault in the slowdown and that the management of the railroad had been justified in suspending them.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Pay for statutory holidays in the construction industry is provided in the agreement covering inside wiremen between certain electrical contractors in the province of British Columbia and the International Brotherhood of Electrical Workers, summarized below. In addition to their regular wage rates employees receive 3·2 per cent of their total earnings as pay for statutory holidays.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Fishing

Whaling—*West Coast—British Columbia Packers Limited and United Fishermen and Allied Workers' Union.*

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Preference of employment: the company agrees to recommend to its skippers that preference of employment be given each year to crew members who were engaged the previous year in the whaling operation and who rendered satisfactory service throughout the whole season. A memorandum of understanding providing for such arrangement may be signed by the skipper and the union.

Check-off: voluntary.

Vacation pay: the minimum vacation pay for crew members shall be 2 per cent of their total regular wages.

Minimum monthly wage rates for crew members employed on whale catchers: captain $325, chief engineer $310; mate, second engineer, cook $250; deckhands, fireman $237. In addition to the above wage rates crew members will be paid a whale bonus on the following basis: all whales caught by the boats engaged in the operation shall be pooled. The company will pay into the pool the following amounts for all legal size whales caught and processed during the 1953 season: blue whales $150 per whale; sperm, humpback, finback and bottlenose $80 per whale; sei whales $35 per whale; gray whales (if bonus permitted by the government) $80 per whale. The bonus each member of the crew shall receive will be based on the number and kind of whales which were delivered to the plant during the period that he was sharing in the pool (from the time his vessel left the Coal Harbour Plant for the whaling grounds to the time of termination of employment). The pool money will be divided in the following proportion: each mate will be entitled to 20 shares, each first engineer to 11, each second engineer to 9, and each cook, deckhand or fireman to 6 shares.

Each employee who stays the full season will be paid a seasonal bonus of $150. Any man fired for just cause after 3 months' employment will be entitled to three-fifths of his seasonal bonus. Men injured or falling sick or given permission for absence during the season, and men engaged as replacements after a boat has commenced operation who stay until the end of the season will be entitled to a proportionate part of the seasonal bonus.

A "Special Supplement to the 1953 Whaling Agreement" provided for a special bonus in addition to the above wages and bonuses: if the whaling fleet delivers 500 to 549 legal size whales during the season each crew member will receive a flat bonus of $150; if 550 or more whales are delivered the bonus will be increased to $200. To be eligible for the full special bonus a crew member must have been employed from June 1, 1953, until the completion of the whaling season. Crew members hired after June 1, 1953, who remain until the completion of the season will receive a bonus on a *pro rata* basis.

Transportation: the company shall be responsible for transportation from and to the port of hiring, provided the employee stays the full period for which he was engaged or is fired; if he quits of his own accord, he shall be responsible for his transportation costs.

Bedding: the company will supply blankets, sheets, pillow slips and pillows to each crew member. Clean sheets and pillow slips shall be supplied weekly, subject to return of the vessel to the station. A laundry and service charge of $3 per month is payable by each crew member.

Provision is made for *grievance procedure.*

Manufacturing

Whale Processing—*Coal Harbour, B.C.—British Columbia Packers Limited (Coal Harbour Whaling Station) and the United Fishermen and Allied Workers' Union.*

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Union security: preferential hiring of union members.

Check-off: voluntary and revocable.

Hours: 8 per day Monday through Friday, 4 on Saturday. *Overtime:* time and one-half for work in excess of above hours, for all work after 5 p.m. Mondays through Fridays

or 12 noon on Saturdays and for all work on Sundays, on 5 specified holidays and on any other days proclaimed British Columbia statutory holidays within the meaning of the "Factories Act"; double time for work on 4 other specified *paid holidays*.

Rest periods: employees will be granted two 10-minute rest periods per day.

Vacation pay: an employee working less than 1,152 hours (including overtime) in a calendar year will receive vacation pay equal to 2 per cent of his straight time and overtime earnings, while an employee working 1,152 hours or more will receive 4 per cent of his earnings up to a maximum of 2 weeks' pay.

Minimum hourly wage rates: plant—shift boss $1.59; pressman, digestor man and/or oilman, dryer fireman $1.43; meal man $1.34, head evaporator operator $1.54; evaporator operator $1.44, apprentice $1.32; deck—flenser $1.63; saw man, hook tender, rib cutter $1.39, deck crew $1.32; engineers—$1.27 to $1.63; sundry—port engineer and/or machinist $1.63, assistant $1.50; harpoonsmith $1.63, helper $1.34; maintenance man $1.51; bullcook $230 per month (no control of hours), watchman $230 per month. Charge hands will receive 7 cents per hour extra. For "dirty" jobs employees will be paid up to 25 cents per hour extra while on such jobs. Each man shall receive a bonus of 16·7 cents for each whale processed at the plant during the period the employee is engaged at the plant. (The above wage rates and bonus are the same as in the previous agreement.)

Transportation: the company shall be responsible for one-way transportation if the employee works at the plant 2½ months or longer, and for two-way transportation if he stays for 6 months or longer, completes the season, or completes the work for which he was engaged.

Medical Services Association: "it is agreed that conditions covering MSA shall continue as at present and any changes incorporated in other shore workers' agreements shall apply to employees employed at the Coal Harbour Whaling Station."

Provision is made for *seniority rights, grievance procedure* and for *sanitary living accommodation.*

Canned Fruits and Vegetables—*Vancouver, B.C.—Bestovall Canning Company Limited and The United Packinghouse Workers of America, Local 350.*

Agreement entered into July 24, 1952, to continue in effect until October 31, 1954, and thereafter, unless terminated or amended at that date on 60 days' notice.

Union security: maintenance of membership; however, an employee may withdraw from the union during the period from October 16 to October 31 in any year.

Check-off: compulsory for all employees. New employees will not be subjected to the compulsory check-off until they have completed 60 days service, unless they become members of the union.

Hours: from November 1 to June 30—8 per day 5 days a week, a 40-hour week; from July 1 to October 31—9 per day 6 days a week, a 54-hour week. *Overtime:* time and one-half for the first 2 hours of work in excess of the above hours; double time thereafter and for work on 6 specified *paid holidays;* for work on Sundays and on holidays, other than paid holidays, employees will be paid time and one-half.

Rest periods: all employees will be granted a 10-minute rest period during each work period of 4 or more hours.

Vacations with pay will be granted in accordance with the Holidays Act of British Columbia; after 5 years' continuous service (1,125 days) employees will be granted 2 weeks and after 15 years' service (3,375 days) 3 weeks.

Hourly wage rates (retroactive to April 1, 1952, for employees on the payroll July 24, 1952): Females—general grade 2 (graders, peelers, corers), first 2 weeks 74 cents, thereafter 84 cents; special grade 1 (weighers, syrupers, machine operators, can catchers), first 3 weeks 84 cents, thereafter 91 cents; supervisors 94 cents; Males—boys up to and including 18 years 82 cents; casual workers $1 to $1.06; general grade 2 (general cannery workers with no job classification and swampers) $1.12; special grade 1 (machine operators, supervisors, line-men, cookers, maintenance men and truck drivers) $1.24. Any female worker placed on any job or classification formerly occupied by a male worker must receive the rate for the male classification provided she is capable of doing the work without further assistance.

Escalator clause: the above wage rates will be adjusted upwards or downwards, each six months, on the basis of one cent per hour for each full 1·3 points change in the Dominion Bureau of Statistics' cost-of-living index from the index figure published for the month of July 1952, up to a limit of 5 cents per hour. If this formula for the calculation of the cost-of-living bonus should, in any 6-month period, call for an increase or a decrease of more than 5 cents per hour above or below the present basic wage rates, either party shall have the right to re-open the above wage provisions on April 1, 1953, November 1, 1953, and April 1, 1954.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Bakery Products—*Winnipeg, Man.—Christie Brown and Company Limited and the Retail Wholesale and Department Store Union, Local 650 (Retail, Wholesale Bakery and Confectionery Workers).*

Agreement to be in effect from October 27, 1952, to October 16, 1953, and thereafter from year to year, subject to 30 days' notice.

Check-off: all new employees after 30 days of employment and all employees presently members of the union shall be required, as a condition of employment, to remain on the dues check-off for the duration of the agreement.

Hours: for production workers 8½ (previously 9) per day Monday through Thursday, 8 on Friday, a 42-hour (previously a 44-hour) week; for the shipping floor staff 8 per day, 5 days a week a 40-hour week; for engineers 44 (previously 48) hours per week as per posted working schedule. *Overtime:* time and one-half for work in excess of the above daily or weekly hours and for work on Sundays (except in the case of preparatory workers, engineers and watchmen), double time and one-half for work on 8 specified *paid holidays* and time and one-half on any other unpaid holiday.

Relief periods: all employees will be allowed two 15-minute relief periods, one in the forenoon and one in the afternoon.

Vacations with pay: one week after one year's continuous service, provided the employee has not been away from work more than 5 weeks in the previous 12-months period, 2 weeks after 3, and 3 weeks after 20 years of continuous service.

Hourly wage rates: females—general 95½ cents, machine operator $1.08; males—general $1.19½; machine captain, ovenman $1.31½; assemblyman $1.27½, receiver $1.30½, assistant mixers $1.24 and $1.31½, mechanics $1.35 to $1.52½, day engineer $1.40½, engineer watchman $1.28, senior cone machine operator $1.25½; shipper $54.74 (per week), assistant $48.24 (per week); deliveryman $50.93 and $53.62 (per week). (The above rates are in most cases from 5 to 11½ cents per hour higher than the previous rates.) Starting and step-up rates: for females and males under 18 years 73 cents, increased to 75 cents after one month, to 77½ cents after 2 months, to 82 cents after 4 months and to 88 cents after 8 months; for males and employees of the agency and shipping branch 92 cents, increased to 95 cents after one month, to 98½ cents after 2 months, to $1.03 after 4 months and to $1.10 after 8 months; additional raises based on merit. At the end of 12 months actually worked time, the employee shall reach the maximum of his classification.

Night shift differential: a premium of 5 cents per hour will be paid to any employee starting work between 4 p.m. and 6 a.m.

Seniority will be the determining factor in lay-offs, re-hirings and promotions provided that, in the opinion of the company, there is equality of skill, competence and efficiency.

Provision is made for *grievance procedure* and a *Safety Committee.*

Handbags—*Toronto, Ont.—Certain Handbag Manufacturers, Members of the Handbag Manufacturers' Guild, and the International Handbag, Luggage, Belt and Novelty Workers' Union, Local 8.*

Agreement to be in effect from June 1, 1952, until June 1, 1954, and for an additional year, subject to 60 days' notice.

Union security: closed shop.

Check-off: compulsory for all employees.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of above daily hours. Employees losing time of their own volition shall have to work out this time during the same week before they are entitled to overtime pay. Overtime work shall not be permitted until all help in the trade is employed, except in case of emergency.

Statutory holidays: employees who have worked in the industry at least 6 months will be allowed 5 *paid holidays* if they have been with the same employer for at least 2 weeks prior to the holiday. For work on 3 other specified holidays employees will be paid time and one-half.

Vacations with pay will be granted to employees with more than one but less than 3 years of work in the industry in accordance with government regulations. Employees who have worked for one firm 3 or more but less than 5 years shall be entitled to an additional half week, while those who have worked for one firm 5 or more years will be entitled to 2 weeks vacations with pay.

Wages: effective August 15, 1952, all union members who were on the payroll of the employer on August 5, 1952, were to receive a general wage increase of 5 per cent. Effective January 1, 1953, employees were to be granted an additional increase of $1 per week.

Health and Sick Benefit Fund: the employers will pay into the fund a levy of one per cent of the total monthly payroll for all eligible employees. The fund is administered by a joint committee on which the manufacturers and the employees are represented by an equal number of representatives.

Provision is made for *grievance procedure.*

Explosives and Fertilizers—*McMasterville, P.Q.—Canadian Industries Limited, Beloeil Explosive Works, Beloeil Agricultural Chemicals Works and Beloeil Central Research Laboratory, and Le Syndicat des Travailleurs des Produits Chimiques de McMasterville (Chemical Products Workers Syndicate of McMasterville).*

Agreement to be in effect from October 27, 1952, to October 26, 1954. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months of the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal. This agreement is similar to the one previously in effect (L.G., May 1951, p. 688) with the following changes and addition:—

Hours of work are reduced from 44 to 42 per week; they are now—for single and certain multiple shift operations 8½ per day on 4 days and 8 hours on one day each week, and for continuous and certain multiple shift operations 8 hours per day for 5 days during 3 weeks and for 6 days during the fourth week.

Hourly wage rates are increased in most cases by from 21 to 23 cents per hour and now range from $1.21 to $1.60 per hour.

Escalator clause: an escalator clause has been added to the agreement. It provides for a cost-of-living bonus of one cent per hour for each 1·1 points rise in the Dominion Bureau of Statistics' cost-of-living index above 187·6 (index figure for August 1952). The bonus is to be adjusted quarterly, upwards and downwards, but in no event shall a decline in the index below 187·6 points provide a basis for a reduction in the wage rates. If the index is discontinued or its method of calculation changed the two parties will meet with a view to negotiating an equivalent basis of calculating the cost-of-living bonus.

Construction

Plumbers—*Fredericton, N.B.—The Fredericton Branch of the Master Plumbers and Heating Contractors and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 772.*

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: preferential hiring of union members or of men willing and eligible to join the union within 30 days.

No workman shall be employed to do any work in Fredericton in connection with sanitation or the city water supply system who is not in possession of a provincial plumber's licence; apprentices will be allowed to work on this type of work. Members of the union likewise agree to work only for recognized shops and to give preference to shops which are parties to the agreement.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. Members on sheet metal work in the shops will be allowed to work after the ordinary hours of labour for the regular rate of pay. *Overtime:* time and one-half for overtime until midnight, double time thereafter and for work on Sunday and on 9 specified holidays. If to finish a repair job on a regular working day will not take more than one hour, it will be done at the regular rate of wages.

Vacation pay shall be at the rate of 2 per cent of wages.

Minimum rate of wages shall be $1.45 per hour.

Out-of-town jobs: employees on out-of-town work will have their board and fare paid by the employer.

Apprentices will be employed in accordance with the provisions of the New Brunswick Apprenticeship Act.

Provision is made for the *settling of grievances.*

Bricklayers—*Edmonton, Alta.—The General Contractors' Section of the Edmonton Builders' Exchange and the Bricklayers, Masons and Plasterers' International Union of America, Local 1.*

Agreement to be in effect from April 9, 1953, to March 31, 1954.

Hours: 8 per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. To work more than one shift, permission of the union must be obtained; such shift work shall be paid at the rate of 8 hours' pay for 7½ hours' work. Outside the city limits 9 hours a day may be worked as well as Saturdays; however, the ninth hour must be paid for at time and one-half and Saturdays at double time. *Overtime:* time and one-half for the first 2 (previously 4) hours after the regular shift and double time thereafter until 8 a.m. and for work on Sundays and on 8 specified holidays; however, overtime and work on Sundays and on holidays may be performed only in cases of emergency.

Minimum hourly wage rates: journeymen $2.22 (previously $2.17); for approved oven or boiler firebrick work 10 cents per hour extra; foremen 25 cents per hour additional to the journeyman's rate.

A full time forman shall be employed on each job requiring 3 journeymen and apprentices. The foreman must be a member of the union.

Apprentices: the employing of apprentices shall be governed by regulations of the Alberta Apprenticeship Board.

Shelter: suitable clean shelter from storms and a suitable lockfast place for tools and clothes must be provided for the men.

Out-of-town jobs: men hired in the City of Edmonton and sent to out-of-town jobs will receive suitable transportation and board and room; they will be paid for travelling time, up to 8 hours in 24.

Provision is made for the *settling of disputes.*

Electricians (Inside Wiremen)—*Vancouver, B.C.—Certain Electrical Contractors and the International Brotherhood of Electrical Workers, Local 213.*

Agreement to be in effect from September 1, 1952, to March 31, 1954, and thereafter, subject to 60 days' notice.

Union security: closed shop. Union members shall not contract for electrical work in the Province of British Columbia. No contractor shall perform work on any electrical installation within the scope of the agreement. The union will permit its members to work only for contractors who have signed this agreement, except in the case of government or utility work.

Hours: 8 per day Monday through Friday, between 8 a.m. and 12 noon and 1 p.m. and 5 p.m. (or 12.30 p.m. and 4.30 p.m.), a 40-hour week. *Overtime:* double time for all work outside above hours. *Shift work* will not be permitted except in cases of necessity. Employees on shift or night work will receive double time for the first 3 nights; thereafter they will be paid at the rate of 8 hours' pay for each 7½-hour shift on ordinary working days.

Statutory holidays: work on 9 specified holidays will be paid for at double time. Commencing November 1, 1952, all employees will receive, in addition to their regular wage rates, 3·2 per cent of their total earnings, which will be recognized as pay for statutory holidays.

Vacations with pay will be granted on the basis of 2 per cent of the annual earnings; vacations must be taken in the year in which they accrue.

Hourly wage rates: journeymen wiremen for period November 1, 1952, to March 31, 1953, $2.20 (an increase of 10 cents per hour over previous rate); thereafter $2.30; apprentices 40 per cent of journeyman's rate during first 6 months, 50 per cent during second 6 months and so on to 85 per cent during eighth 6 months; helper 75 per cent of journeyman's rate; foreman with 4 or less journeymen 15 cents, with more than four 30 cents per hour extra; general foreman 60 cents per hour extra. Members 60 years of age or over will be employed on work which suits their physical ability and which is acceptable to them.

There shall be no restriction on the use of labour saving machinery or equipment on the job. However, any such machinery or equipment shall be operated by members of the union.

Out-of-town jobs: on jobs outside the corporate limits of the City of Vancouver, but within the area of Greater Vancouver, workmen will be paid 8⅓ hours' pay for 8 hours' work. All cost of transportation in excess of ordinary city carfare will be paid by the employer. On jobs outside the boundaries of Greater Vancouver employees will receive actual travelling expenses to and from the job, travelling time (8 hours in 24) and reasonable living expenses for the full 7-day week.

Welfare fund: commencing November 1, 1952, the contractors will pay an additional 3 cents per hour into the Electrical Workers Welfare Trust Fund, bringing the total payment to 8 cents per hour.

Apprentices: the ratio of apprentices to journeymen shall not exceed one apprentice or one helper to 2 journeymen, except where

only one journeyman is required on a job, when the employer can work one apprentice or one helper with one journeyman.

Provision is made for *grievance procedure.*

Transportation, Storage, Communication

Truck Transportation—*Vancouver and New Westminster, B.C.—Certain Companies and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 31 (General Truck Drivers and Helpers' Union).*

Agreement to be in effect from September 16, 1952, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Union security: preferential hiring of union members combined with union shop. The employer shall have free choice of unemployed union members for employment. The union will co-operate as far as possible in maintaining a list of unemployed union members.

Check-off: compulsory for all union members.

Hours: 8½ per day, 47 per week. *Overtime:* time and one-half for the first 2½ hours of work in excess of 8½ hours per day, double time thereafter. For work on 7 specified *paid holidays* employees will be paid time and one-half for the first 8½ hours, double time and one-quarter for the next 2½ hours and triple time thereafter. For work on Sundays and on any holidays so designated by either the Provincial or the Dominion Government, employees will be paid time and one-half. (Previous agreement provided for 3 paid holidays.)

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service. A year's service shall be 1,500 hours of work in a calendar year.

Hourly wage rates: tow motor operators $1.43, truck drivers $1.38 and $1.43; female truck drivers $1.23; furniture operators and packers, trailer, semi-trailer and low bed machinery operators $1.48; swampers and helpers, warehousemen and checkers $1.38; furniture swampers, furniture packers' helpers $1.40½; motorcycle operators $1.23. (The above rates are 8 cents per hour higher than the previous rates.) Effective April 1, 1953, the above wage rates were to be increased by 7 cents per hour. For the first 6 months inexperienced employees will be paid not more than 10 cents per hour less than experienced employees.

Provision is made for *seniority rights* and the *adjustment of disputes.*

Public Utility Operation

Electric Light and Power—*Charlottetown, P.E.I.—Maritime Electric Company Limited and the International Brotherhood of Electrical Workers, Local 1432.*

Agreement to be in effect from February 11, 1953, to February 10, 1954, and thereafter from year to year, subject to 2 months' notice.

Hours: 8 per day 5½ days per week (excluding Sunday), a 44-hour week, except that employees in power plants, whose regular duties, because of variations necessitated by rotation of shifts, require them to work on Sundays and statutory holidays, shall work an average of 8 hours per day and of 48 hours per week. Rural service men shall work such hours as the service requires but in general not more than 44 hours per week. *Overtime:* time and one-half will be paid after the regular working day and for work on 9 specified *paid holidays.*

Vacations with pay: after one year's continuous service permanent employees will be granted 2 weeks.

Sick pay: in the case of permanent employees absent through sickness or occupational accidents, the payment of wages, wholly or in part, will be a matter to rest solely in the company's discretion.

Hourly wage rates: power plant operator $1.23 to $1.34, assistant $1.11 to $1.23; boiler operator $1.11 to $1.23, power plant helper 97 cents, power plant maintenance men 97 cents to $1.23, line crew foreman $1.34, lineman $1.11 and $1.23, digger operator 95 cents, groundman and labourer 90 cents, line storekeeper $235 per month, rural service men $190 to $217 per month; learners and apprentices—minimum starting rate $75 per month with review every 3 months. (The above rates are approximately 5 per cent higher than the previous rates.)

Seniority: in the case of promotion, demotion, laying-off or discharge of employees, seniority shall be one of the factors the company shall take into consideration.

Provision is made for a *Labour-Management Committee*, the *settling of differences* and the *safety* of employees.

Service

Hotel—*Toronto, Ont.—The Sheraton Limited (Toronto Division, King Edward Hotel) and Hotel and Restaurant Employees' and Bartenders' International Union, Local 299.*

Agreement to be in effect from January 13, 1953, to May 1, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary and irrevocable (may be revoked only within the last 30 days prior to the termination date of the agreement).

Hours: in laundry department and for painters, seamstresses, carpenters, upholsterers, electrical maintenance, plasterers, locksmiths and their helpers and labourers in the maintenance department 44 per week; telephone operators not more than 45 per week within a period of 48 hours of containment; in all other departments 48 hours per week. *Overtime:* time and one-half after 9 hours of daily work and for work in excess of the regular assigned weekly hours; double time for work on 5 (previously 4) specified *paid holidays.* However, in lieu of a paid holiday the company may grant an employee a substitute day off with pay within a period of 30 days prior to or subsequent to the holiday concerned.

Vacations with pay: after one year's service one week, after 3 years' continuous service 2 weeks.

Paid sick leave: full time regular employees on completion of one year's continuous service will be entitled to a maximum of 6 days' non-cumulative sick leave allowance. Such allowance shall only commence after the third day of illness; it will not be granted in case of illness or accidents which are compensable under the provincial laws.

In case of death in the immediate family full time regular employees after one year's continuous service will be entitled to 3 days leave of absence with pay. However, the total death leave allowance in any one year shall not exceed 6 days.

Daily (8-hour day) wage rates for certain classifications, retroactive to January 1, 1953 (job rates after 48 days): housekeeping department—housemen, lobby porter $7.12; chambermaid, scrub maid $6.02; service department—elevator operator $7.12; bell captains $6.17, assistants $3.92; doorman $5.67; bellmen, page boy $3.47; baggage porter $5.22; food preparation department—pastry chef $11.76; night chef, banquet chef, fry cook, sauce cook $10.66; broiler cook, assistant pastry chef, night baker $9.56; staff cook, short order cook, baker (day) $8.46; assistant fry cook, oysterman, assistant baker $7.91; assistant staff cook, assistant banquet chef $7.36; soup man $6.81; helpers and apprentices $6.02; pastry porters, pot washers $5.52; pantry girls $4.72; food, beverage and entertainment department—head waiters $8.87, waiters $5.87 and $6.17, head bus boy $6.02, bus boys $5.52; repairs and maintenance department—electrical maintenance, plasterer $10.11; spray painter, locksmith $9.56; painter, upholsterer, carpenter $9.01; helpers $7.12 and $7.91, seamstress $6.52; laundry department $5.52 to $7.36; telephone department $6.52. (The above rates are 32 cents per day higher than the previous rates.) Effective May 2, 1953, the wage rates will be increased by 8 cents per day. All employees in the food preparation and the food, beverage and entertainment departments will be charged with two (head waiters with 3) meals per day, such amounts to be deducted from the rates shown above.

Provision is made for *grievance procedure* and *seniority rights.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of three new agreements, the amendment of ten and the correction of five others. In addition to those summarized below, they include: the extension of new agreements for barbers and hairdressers at Magog and at Sherbrooke; the amendment of the agreement for the ladies' handbag industry in the province; and the correction of the agreements for barbers and hairdressers at Trois Rivières, for the building and for the printing trades at Montreal and for the building trades at Sorel and at St. Hyacinthe, published in the *Quebec Official Gazette,* March 28. An amendment to the agreement for trade and office employees at Jonquière was published April 18.

A request for a new agreement for the sash and door industry (woodworkers) and requests for the amendment of the agreements for longshoremen (ocean), for checkers (ocean) and for hospitals, etc., at Quebec were gazetted April 4. Requests for new agreements for the building trades at Quebec and at Rimouski, and requests for the amendment of the agreements for the uncorrugated paper box industry and the glass processing industry at Quebec and for the ladies' handbag industry in the province were gazetted April 11. A request for a new agreement for the retail fur industry at Montreal and requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, for the uncorrugated paper box industry and for garages and service stations at Quebec, for longshoremen (inland and coastal) at Montreal and for the dress manufacturing industry in the province were published April 18.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

Manufacturing

Tannery Employees, Province of Quebec

An Order in Council dated March 19 and gazetted March 28, makes binding the terms of a new agreement between certain employers in the leather tanning and currying, etc. industry and Le Syndicat Catholique des employés de tanneries de Québec inc.; Le Syndicat Catholique des travailleurs du cuir et de la chaussure inc., of Plessisville; Le Syndicat national des tanneurs et corroyeurs inc., of St. Hyacinthe. Agreement to be in effect from March 28, 1953, to March 27, 1954, and thereafter from year to year, subject to notice.

Territorial jurisdiction comprises the entire province divided into 3 Zones as follows: Zone I—the Island of Montreal and the city of Quebec and municipalities totally within a radius of 10 miles from the Island of Montreal and the city of Quebec. Zone II—any other city of a population of 10,000 or more; Zone III—the rest of the province. However, those establishments of Zone III employing a minimum of 26 workers will be considered as belonging to Zone II.

Hours: 60 per week for stationary enginemen and maintenance men (millwrights), 72 per week for watchmen, 53 hours for all other employees. (Weekly hours are unchanged.)

Overtime: time and one-half for work in excess of weekly hours or in excess of 12 hours per day, and for work on Sundays or any of 9 specified holidays. Overtime for stationary enginemen and watchmen is limited to work in excess of weekly hours and the provision governing specified holidays does not apply to these categories. For workers being paid higher than the minimum rates set for class A, overtime will be paid at the hourly rate actually being paid, increased by half the rate of class A.

Minimum hourly wage rates for employees paid on an hourly basis or on a piece-work basis are increased by 7 cents per hour for all classes in the 3 Zones. New minimum rates are now as follows (piece-work rates in parentheses): at least 60 per cent of male employees, including all stationary enginemen and maintenance men (millwrights), and at least 60 per cent of female employees 95 cents ($1.03) in Zone I, 91 (98·6) cents in Zone II, 85 (92) cents in Zone III; not more than 25 per cent of male employees, including watchmen, and not more than 25 per cent of female employees 80 (86½) cents in Zone I, 77 (83·2) cents in Zone II, 71 (76·6) cents in Zone III; not more than 15 per cent of male, or of female employees 65 (70) cents in Zones I and II, 60 (64½) cents in Zone III. Piece-work rates in effect on February 10, 1953, are increased by 7 per cent. During the first year of operation new firms in Zone III will benefit by a reduction of 20 per cent on the minimum rates shown, during the first 6 months; this percentage is reduced to 10 per cent during the second 6 months.

Vacation with pay provisions are unchanged as follows: employees with 2 months or more of service in the preceding calendar year are entitled to 7 days of vacation with pay calculated at 2 per cent of earnings in the preceding calendar year. After 3 years' service an additional 7 days with pay calculated on the same basis. At the employer's option this second week may be withheld but vacation pay granted.

Fashion Accessories Industry, Montreal

An Order in Council dated March 19 and gazetted March 28, amends the previous Orders in Council for this industry (L.G., April 1948, p. 332; Jan. 1950, p. 77; July, p. 1051).

Territorial jurisdiction now comprises the Island of Montreal and the area within a radius of 15 (previously 10) miles from its limits.

Specified paid holidays are increased from 2 to 3 by the addition of St. Jean Baptiste Day.

Minimum hourly wage rates are increased as follows: stamper, special machine operator from 47 to 55 cents per hour; crochet beader from 44 to 50 cents; hand embroidery worker, floor help, covered button and buckle maker from 39 to 45 cents; bonnaz operator from $1.07 to $1.20; pleater and pattern maker from 63 to 90 cents; pleater's assistant from 39 to 55 cents. New scales of minimum rates for apprentices, as well as revised periods of apprenticeship are provided for in this amendment. (Weekly hours are unchanged at 40 per week.)

Vacation with pay: two weeks' with pay equal to 4 per cent of earnings during period of employment in each year; maximum not to exceed 2 weeks of regular pay. The 4 per cent will also be payable on termination of employment. (Previously 7 days of continuous vacation with pay after one year of service.)

Printing Trades, Quebec District

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., April 1951, p. 544; April 1952, p. 451; March 1953, p. 432). Agreement to be in effect until December 31, 1953, inclusive.

Specified paid holidays are increased from 8 to 9 by the addition of Confederation Day.

Minimum wage rates: day shift—typographer, keyboard caster operator, electrotyper $1.57½ per hour for class "A", $1.52½ for class "B", $1.47½ for class "C" (electrotypers not included in classes "B" or "C"); bookbinding finish-gilder $1.57½ for class "A", $1.52½ for class "B", $1.47½ for class "C", $1.43½ for class "E"; stereotyper $1.56 for class "A", $1.52 for class "B", $1.47 for class "C"; pressman $1.55 for class "A", $1.51 for class "B", $1.46 for class "C"; photo-engraver and camera operator $1.51 for class "A"; bookbinder $1.51 for class "A", $1.48 for class "B", $1.44 for class "C", $1.42 for class "E", analine press (paper bags) $1.53 for class "B"; typographer and pressman on platen press $1.27 for class "D". (The above rates are from 7½ to 10 cents per hour higher than those previously in effect.) Minimum weekly wage rates for bookbinding female employees are from $1 to $3 per week higher as follows: from $17 per week during first 6 months of first year to $30 per week during the second 6 months of fourth year. Apprentices' minimum rates are from $1 to $3.50 per week higher. Helpers' rates are unchanged at 60 cents per hour in first year, 64 cents in second year.

In Lévis and Lotbinière counties the wage scale may be reduced by 3 (previously 5) per cent. In judicial districts other than that of Quebec the wage scale may be reduced by 10 (previously 12½ per cent).

Other provisions include apprenticeship regulations.

Ornamental Iron and Bronze Workers, Montreal, Trois Rivières and Sherbrooke Districts

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., Feb. 1951, p. 233, June, p. 827, Aug., p. 1107, Oct., p. 1377; Jan. 1952, p. 55; May 1953, p. 728).

Minimum hourly wage rates in Zone II are from 8 to 10 cents per hour higher than those previously in effect and are now as follows: mechanic $1.10; fitter, blacksmith 99 cents, helper 88 cents per hour. Effective May 1, 1953, minimum rates for mechanics will be increased from $1.10 to $1.20, for fitters and blacksmiths from 99 cents to $1.10 and for helpers from 88 cents to 97 cents per hour.

Building Materials Industry, Province of Quebec

An Order in Council dated April 2 and gazetted April 11, amends the previous Orders in Council for this industry (L.G., June 1950, p. 872, Aug., p. 1185, Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283, April, p. 582, May, p. 728). "The United Mineworkers of America" and "The United Cement, Lime and Gypsum Workers International Union" are added to the list of contracting parties.

Part II—Stone Industry

New working conditions replace those which previously governed this section of the present agreement as follows:—

Natural Stone

This part of the stone industry applies to any finishing operations on limestone, sand stone and any other natural stone with the exception of granite and marble.

Territorial jurisdiction comprises the entire province of Quebec.

Hours are unchanged at 8 per day, 4 on Saturdays, a 44-hour week for stone cutters, apprentice cutters; other classifications mentioned in the wage scale, 10 per day, 5 on Saturdays, a 55-hour week. No daily or weekly limitation for watchmen.

Overtime: as previously in effect all overtime is paid for at time and one-half; double time for work on Sunday.

Minimum hourly wage rates are from 10 to 25 cents per hour higher than those previously in effect and are now as follows: stonecutter $1.30; planerman and stone turner 95 cents in first year, $1.10 after one year; carborundum machine operator $1.10; sawyerman (all kinds) 95 cents in first 12 months, thereafter $1.05; craneman 95 cents in first 12 months, thereafter $1.10; helper and labourer 95 cents; blacksmith 85 cents in first year, 95 cents in second year, thereafter $1.25. New minimum rates for apprentice stonecutters now range from 70 cents in first year to $1 in third year. (Previously apprentice stonecutters received 60 cents in first 6 months, 70 cents in second 6 months, 80 cents in second year and 90 cents in third year.) Watchmen's rates are unchanged at $30 per week.

Vacation: one week with pay equal to 2 per cent of annual earnings after one year of continuous service with the same employer; 2 per cent of earnings for those employees with less than one year's service. (Vacation provisions are unchanged.)

Artificial Stone

The provisions of this part of the stone industry section of the present agreement for the building materials industry which apply to all operations in the artificial stone industry are the same as those shown above for the natural stone industry with the following exceptions:—

Hours: 10 per day, 5 on Saturday, 55 per week. (Previously artificial stone dressers worked a maximum of 44 per week.)

Minimum hourly wage rates are from 5 to 20 cents per hour higher as follows: artificial stone dresser $1.25; machine operator $1.10; machinist and maintenance man $1.40; rammer and moulder $1.05; helper and labourer 95 cents; modeller $1.55. Minimum rates for artificial stone dressers' apprentices range from 70 cents per hour in first 4 months to $1 in third 4 months.

Concrete Blocks

The terms governing this part of the stone industry section of the present agreement which apply to all operations in the fabrication of concrete and cement blocks are similar to those shown above for the natural and artificial stone industries with the following exceptions:—

Territorial jurisdiction comprises the entire province divided into 2 Zones—Zone I, the Island of Montreal and the cities of Quebec, Trois Rivières and Cap-de-la Madeleine; Zone II, the remainder of the province.

Hours: 10 per day, 5 on Saturday.

Minimum hourly wage rates: all trades and all categories—95 cents per hour in Zone I; 85 cents in Zone II.

Cement Pipes

The terms of this part of the stone industry section of the present agreement which governs all operations in the manufacture of cement pipes are similar, in all respects to those governing the fabrication of concrete blocks, shown above.

Other Cement Products

This part of the stone industry section of the present agreement applies to the manufacturing of precast cement wall and roofing slabs, joyce, panels, etc.

Territorial jurisdiction: entire province of Quebec.

Hours: 10 per day, 5 on Saturday, 55 per week.

Overtime: time and one-half for all overtime; double time on Sunday.

Minimum hourly wage rates: labourer and helper $1.15; lift truck operator, mixer operator and all other categories $1.25. Night shift premium 5 cents per hour.

Vacation provisions are the same as those shown above for the natural stone industry.

Construction

Structural Iron Industry, Province of Quebec

An Order in Council dated March 19 and gazetted March 28, extends the previous Order in Council for this industry (L.G., Nov. 1952, p. 1481) to July 1, 1953.

Building Trades, Montreal

An Order in Council dated March 26 and gazetted April 4, extends the previous Orders in Council for this industry (L.G., June 1952, p. 781, March 1953, p. 432, April, p. 582, May, p. 728) to July 1, 1953.

(Continued on page 911)

Labour Legislation, 1951 and 1952, in Northwest and Yukon Territories

Workmen's compensation benefits in Yukon and Northwest Territories have been made the same as Alberta's. Mining and steam boiler ordinances revised. Yukon ordinance effects general regulation of hours

In the Northwest and Yukon Territories, ordinances of interest to employers and employees were enacted in the past two years.

In 1952 new Workmen's Compensation Ordinances fixed for both Territories the scale of compensation benefits payable under the Alberta Workmen's Compensation Act. As before, an employer is liable for the payment of compensation and medical aid for an accident which occurs in the course of employment and must carry sufficient accident insurance to cover his liability. The Alberta Workmen's Compensation Board, acting as Referee under both Ordinances, will determine all claims for permanent disability.

New steam boiler ordinances were passed in both Territories, adopting the new CSA boiler regulations and laying down higher standards of inspection and certification of engineers and firemen.

In the Northwest Territories, the Mining Safety Ordinance and the rules made under it were revised to include new safety requirements.

In the Yukon Territory, the Hours of Labour Ordinance enacted in 1951 limits working hours to eight per day and 48 per week unless time and one-half is paid. The Ordinance applies to all workers in the Territory except those engaged in mining operations and in shops, hotels and restaurants, whose hours are regulated by two special ordinances.

The school-leaving age in the Northwest Territories was raised from 12 to 16 years.

Both Territories enacted enabling ordinances to provide for the payment of assistance to old age and blind pensioners.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

NORTHWEST TERRITORIES

Workmen's Compensation

A completely revised Workmen's Compensation Ordinance in the Northwest Territories provides for the payment of similar benefits in the Territories as are payable under the Alberta Act. The Ordinance continues to make an employer individually liable for the payment of compensation and to require him to carry insurance to cover his liability. In this respect it differs from the Workmen's Compensation Acts of all ten provinces. The provincial Acts provide for the collective liability system under which employers are required to contribute to an Accident Fund from which compensation and medical aid are paid to workers who suffer injury in the course of their employment. The new Ordinance, assented to on July 10 and amended December 11, 1952, went into effect on January 1, 1953.

Arrangements were made whereby the Workmen's Compensation Board of Alberta will act as "Referee" under the Ordinance to determine disputed claims. All claims for permanent disability will be referred by the Commissioner to the Referee for determination. Claims for temporary disability will be settled by the insurer. If the employee is dissatisfied with the disposition of his claim, however, he may apply to the Commissioner to have his claim reviewed by the Referee. Formerly, all matters of compensation were determined by the employer and employee, or, if agreement could not be reached, by the courts.

The Ordinance provides for an assessment not exceeding one-half of one per cent of the employer's estimated payroll, to be paid at the time the employer pays his insurance premium. The purpose of the assessment is to pay the expenses of an office at Edmonton, through which claims will be referred to the Alberta Board.

The provisions of the Ordinance with respect to coverage, scale of benefits, industrial diseases for which compensation is payable, etc., are substantially the same as those of the Alberta Act (L.G., 1948, p. 999; 1952, p. 1085).

Contract of Insurance

As before, the employer is required to carry accident insurance for his workmen with an approved company unless he has made other arrangements satisfactory to the Commissioner. The insurance must provide for the payment of compensation to a workman or his dependants for accidents arising out of and in the course of employment covered by the Act and for certain industrial diseases set out in the schedule.

Application

The industries set out in Schedule I are the same as those for which compensation is payable under the Alberta Act. All enumerated employments are covered regardless of the number of workmen. As in Alberta and four other provinces, "learners" are covered, i.e., persons not under contract of service who are required by the employer to undergo training or perform probationary work before entering regular employment.

Industrial Diseases

Compensation is payable for the following industrial diseases: anthrax; glanders; poisoning by lead, mercury, phosphorus and arsenic; infection or inflammation of the skin due to oils, cutting compounds or lubricants, dust, liquids, fumes, gases or vapours; pneumoconiosis; poisoning by benzol or by nitro and amido derivatives of benzol, anilin and others; and subcutaneous cellulitis of the hand (beat hand).

Compensation may also be paid for silicosis but only if, in the opinion of the Referee, the workman has been exposed to silica dust in his employment in the Territories for at least three years preceding his disablement.

Under the previous Ordinance, the diseases, with some exceptions, were similar to those compensable under the British Columbia Act.

Notice of Accidents

In every case of injury by accident in an industry within the scope of the Ordinance, the workman, or his dependants in case of death, must notify the employer as soon as practicable. Failure to give notice within 12 months from the date of injury or death, unless excused by the Commissioner, is a bar to compensation. Upon being informed of an accident, the employer is required to notify the Commissioner.

Waiting Period

Under the Ordinance a waiting period of three days and a qualifying period of six days are provided for. A worker whose disability lasts six days or less cannot recover compensation for the first three days of his disability. Only if a disability lasts longer than six days is compensation payable from the day of the accident. In this respect the Ordinance is unlike the Alberta Act, which provides for a waiting period of one day.

Scale of Compensation

The principal benefits fixed by the Ordinance for death cases are as follows: (a) not more than $200 for burial expenses and, in addition, if the Referee deems it advisable, a further allowance, not exceeding $100, towards the cost of transporting the workman's body from the place of death to any place within the Territories; (b) a lump sum of $100 and $50 a month to the widow and, where there are children, an additional $25 a month to each child up to 16 years of age or, in the case of a dependent invalid child, for as long as the Referee believes that the workman would have contributed to the child's support; (c) an additional payment not exceeding $10 a month, in the discretion of the Referee, to orphans under 16 years or to children whose surviving parent is confined to a prison or institution. Payments to dependent children may be continued to the age of 18 if the Referee considers it desirable to continue their education.

A dependent widow who re-marries receives a lump sum of $600 and provision is made for resuming monthly payments of not more than $50 after the lapse of one year if she is subsequently in need by reason of the death of her husband, his imprisonment or his confinement to an institution. This provision for resuming the compensation payments of a widow in needy circumstances after her re-marriage is contained only in the Alberta Act. No other provincial Workmen's Compensation Act has a like provision.

A workman who is permanently and totally disabled is entitled to receive for life a weekly payment equal to 75 per cent of his average weekly earnings during the previous 12 months. In any case, he is not to receive less than $25 a week or the full amount of his earnings if they are less than $25. Where the workman suffers a permanent partial disability, compensation is to be awarded according to impairment of earning capacity estimated from

the nature and degree of the disability, and, as in total disability, is based on 75 per cent of average weekly earnings.

Temporary total or temporary partial disability is compensated at the same rate as permanent total and permanent partial disability, but in such case compensation is payable only so long as the disability lasts.

In computing average earnings, $3,000 a year is the maximum amount taken into account.

The former Ordinance did not fix the amounts payable for compensation. It provided that, if the compensation paid under the contract of insurance was, in the Commissioner's opinion, less than the amount which would be payable for a similar disability under the British Columbia Act, he might pay the difference out of Territorial funds, provided that application was made by the employee or his dependants within a year after payment.

Medical Aid

In addition to compensation payments, the injured workman is entitled to "medical aid" provided by the employer, which includes medical and other services, nursing, hospitalization, drugs, dressings, X-ray treatment, special treatment, transportation and other matters as the Referee may authorize.

Mines

Greater provision for the safety of workmen in mines, quarries, smelters, mills and metallurgical works was made in the Mining Safety Ordinance and the rules under it, which were revised, effective from August 1, 1952. The arrangement of the sections was improved and an effort was made to bring the Ordinance more into line with similar legislation in other parts of Canada, particularly with the Mining Act of Ontario.

New or more detailed sections were added to the Ordinance governing employment, medical certificates, mine rescue apparatus, and inspection. Three sections governing the powers and duties of inspectors, the erection of party walls for adjoining mines, and notices required when installing new equipment or when opening or closing a mine, which were formerly contained in the rules, are now included in the Ordinance itself. Many new provisions were also added to the mine safety rules, which now comprise 418 sections. In particular, changes were made with respect to sanitation, fire protection, hoisting equipment and electricity.

The former Mining Safety Ordinance made in 1943 was repealed.

Employment

It is now provided that the minimum age of 18 for employment underground is also to apply at the working face of any open cut workings, pit or quarry. Above ground, no person under 16 years may be employed. The provision prohibiting female employment in connection with a mine except in work of a technical, clerical or domestic capacity was amended to add to the exception the words "or such other capacity as requires the exercise of normal feminine skill or dexterity but does not involve strenuous physical effort". The minimum age for a person operating any hoisting engine at a mine is now 21 years. Formerly, the operator of a hoist in which persons were carried was required to be 21 years old but for other types of hoists the minimum was 18 years.

The new Ordinance retains the limit of eight hours in any consecutive 24 during which a workman may remain underground or be permitted to operate a hoisting engine.

Medical Certificate

A hoistman who operates a hoist which carries persons is required to hold a medical certificate. Certificates are valid for one year. The Ordinance now requires a record of the medical certificates of all hoistmen in a hoistroom to be kept posted showing the names of the hoistmen and the date of the last certificate issued to each.

As before, no person is allowed to work in a dust exposure occupation unless he holds a medical certificate. "Dust exposure occupation" is defined to include not only employment underground, or at the surface in ore or rock-crushing operations, but also any occupation at the surface designated by the Chief Inspector. There must now be attached to the medical certificate a photograph of the holder with the number of the certificate endorsed on it. Medical certificates are good for one year. Application for an examination and renewal of the certificate must be made within 30 days prior to the expiry date.

Mine Rescue Stations

The Commissioner may direct that mine rescue stations be established and operated in a mine in which a shaft has been sunk to a depth of 100 feet and stoping operations have started or in any other mine in which the Chief Inspector considers that they are necessary. The rescue station must be in the charge of a mine rescue superintendent appointed by the Commissioner. An inspector is to assess each mine

with the cost of maintaining mine rescue stations, including the salary of the mine rescue superintendent. The assessments are to be made after the end of each quarter on the basis of the total number of men shifts working underground and in the mine's mill.

The manager is responsible for the training of mine rescue officers and rescue crews and he, or a rescue officer designated by him, under the general supervision of the mine rescue superintendent, must direct all rescue work and recovery operations. The owner or manager is required to submit to an inspector returns or other information respecting safety work or mine rescue training as the Commissioner may prescribe.

Inspection

Inspectors are required to submit inspection reports to the Chief Inspector immediately on the completion of an inspection and to make monthly reports as the Chief Inspector may require. Formerly, the inspectors were required to make an annual report to the Commissioner.

Reporting of Accidents

The Commissioner, as before, may direct an inspector to make a special report on an accident causing death or injury and, in addition, may now require a special report on the condition of a mine.

When any person suffers injury which, in the opinion of the attending medical officer, may result in incapacity for work for seven days or more (formerly three days or more) the owner or manager must, within three days, notify the inspector.

An outbreak of fire which endangers safety and which requires the services of the mine rescue station must be reported immediately to the mine rescue superintendent and to an inspector.

Mine Safety Rules

The principal changes in the mine safety rules are indicated below.

With regard to sanitation, the rules require one sanitary convenience for every 25 men or fewer on any shift of workers underground. Similar requirements are laid down for the provision of conveniences where men are employed on the surface. Where women are employed, one toilet for every 15 must be provided.

In any case where men are employed underground or in hot or dusty surface occupations, accommodation for drying and changing clothes and supplies of warm or cold water must be provided above ground near the principal mine entrance. Previously, this was required only if six or more persons were ordinarily employed below ground each day.

Where persons are employed underground, there must be a system of checking in and out those underground.

As regards fire protection, the general procedure to be followed both on the surface and underground must be drawn up for use in case of fire. All persons concerned must be kept informed of their duties and copies of the rules or suitable extracts must be kept posted.

No person may build a fire underground unless authorized by the manager and only after the necessary fire-fighting equipment has been provided. The amount of volatile inflammable liquid kept underground must not exceed the requirements for the current day's work.

Where dangerous concentrations of inflammable gas have been found to exist in any mine workings, the area must immediately be considered as a fire hazard area and every precaution taken to prevent the gas from igniting. No person may smoke, use open-flame lamps, matches, etc., in a fire hazard area, except with the Chief Inspector's written permission. The owner or manager must maintain suitable warning signs in such an area.

As before, fire-fighting equipment as deemed necessary by the inspector must be provided in every head-frame, shafthouse, portal-house and every other plant building and at every shaft and winze station underground. It must now be inspected once a month by a person appointed by the manager and a report made in writing to the manager.

New sections were added to the rules governing the care and use of explosives. Explosives must be stored on the surface in special buildings, such as magazines, thaw houses, detonator or blasting cap storage buildings or cap and fuse houses, which are under the direction of the manager or a person appointed by him. Where possible, the building must be located in accordance with the British Table of Distances in respect of distance from the mine, other buildings or any public highway or railway. The ground surrounding the building must be cleared of timber or other combustible material for at least 50 feet.

As previously, with the written permission of the Chief Inspector, underground explosive magazines may be established. The maximum amount of explosives which may be stored in such a magazine was increased from 2,500 to 5,000 pounds.

A number of changes were made with respect to hoisting machinery and equipment. As regards inspection, the owner or manager of a mine where a hoist is in use must appoint a competent person to inspect the shaft at least once a week, and at least once a month to examine thoroughly the guides, timber, walls and hoisting compartments generally. A shaft inspection book must be kept for each shaft and a record of every examination entered by the person making the examination. Entries must be read and signed each week by the person in charge of the maintenance of the shaft who must also note in the book any dangerous condition reported and the action taken regarding it.

The maximum load of both men and materials which may be carried in any shaft conveyance must be determined by the inspector before the mine owner or manager may permit men to be carried. The inspector, before issuing a certificate to this effect, must be satisfied that the hoisting installation and signalling equipment comply with the rules.

The safety appliances on a cage or skip must be examined once a day, and at least once in every three months the safety catches of the cages must be tested. If they are found unsatisfactory, the cage or other shaft conveyance must not be used until the catches have been repaired and proved to act satisfactorily. If the inspector deems it necessary, he may order specific tests to be made. The Chief Inspector may give permission in writing for hoisting men without safety catches if he is satisfied that the equipment and conditions are such that a maximum of safety is provided.

Hoisting ropes are subject to stricter requirements. No hoisting hope may be used which has not been tested and approved. At least a daily examination of the rope is required, and once a month that part of the rope which is not on the hoist drum when the conveyance is at its lowest stopping point must be examined. A higher factor of safety is now required for ropes on new hoists or on existing hoists modified to increase the hoisting capacity.

Special rules are now set out for the safe operation of electric hoists and cover such matters as automatic brakes, overwind and underwind devices, circuit breaker, and warning signals. An electrical hoisting equipment record book must be kept at a mine where an electric hoist is in use and a weekly examination of the hoist motor and control apparatus, electric safety devices and hoisting signal equipment must be recorded as well as notation made of any failure of or accident to such equipment and the action taken regarding it.

Stricter regulation of clay, sand and gravel pits and quarries is provided for. The new provisions require open cut operations more than 65 feet deep to be worked in benches unless the written permission of the Chief Inspector has been obtained. Another new provision requires men working on the pit wall to wear a life-line securely snubbed above the working place and under the supervision of a snubtender or held taut by one of more fellow-workmen. Specifications are now set out for travelways, stairways and ladders.

Two new sections of the rules set out safety precautions to be observed at metallurgical works and at blast furnaces and roasters. Breathing and portable resuscitating apparatus approved by the inspector must be maintained at blast furnaces and other metallurgical works where the atmosphere may contain dangerous concentrations of poisonous gases. In addition, a person trained in the use of the apparatus must be on duty in each working shift.

Extensive changes were made in the rules covering the use of electricity in mines. Many of the new provisions incorporate sections of Part V of the CSA Electrical Code covering the use of electricity in coal mines and in metalliferous and industrial mineral mines and quarries. It is now stipulated that, in the absence of any specific rules on a particular point, the adherence to electrical codes recognized by the Commissioner will be recognized as good practice.

An inspector is now authorized to suspend or vary any mine safety rule made under the Ordinance if the owner or manager applies to him in writing giving reasons for requesting that the rule should not apply. The suspension or variation is effective for two months unless it is cancelled sooner or confirmed by the Commissioner.

Boilers and Pressure Vessels

The new Steam Boilers Ordinance, 1951, which replaces the Ordinance of 1941, adopts the Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (CSA B51-1951) as regulations under the Ordinance and contains other new provisions designed to bring the Ordinance into line with present-day standards.

The Ordinance covers the inspection, certification and operation of boilers and

pressure vessels and the certification of four classes of engineers and of welders.

The Ordinance applies to boilers and pressure vessels used for power, heating and refrigeration except for boilers of less than 3 h.p. or those used for heating private residences that house fewer than three families, those subject to inspection under the Canada Shipping Act, boilers and pressure vessels which are part of the equipment of railways under the federal Railway Act, pressure vessels of less than $1\frac{1}{2}$ cubic feet volume or operating at less than 50 pounds pressure p.s.i., those subject to inspection under the federal Explosives Act and diesel engines. The latter exclusion is new.

All uninsured boilers and pressure vessels are required to be inspected and certificated annually and are subject to additional inspections if they are reported to the Commissioner to be in an unsafe condition. The new Ordinance also authorizes inspectors to examine boilers or pressure vessels in the course of construction or undergoing repair. The inspector may refuse to grant a certificate of inspection if a boiler or pressure vessel is found to be improperly constructed or repaired or where permission to make the inspection has been refused.

Boilers and pressure vessels covered by the Ordinance must, as previously, be operated by a person over 21 years of age who holds a certificate of qualification. Four classes of certificates are provided for, graded according to the rating of the boiler or pressure vessel. A first class engineer, as before, may take charge of any boiler or pressure vessel. The rating of boilers and pressure vessels which a second or third class engineer may take charge of was considerably increased. A second class engineer is now qualified to take charge of a boiler or pressure vessel not exceeding 750 h.p. instead of 100 h.p.; a third class engineer may be in charge of one of not more than 500 h.p. rather than 50 h.p.; a fourth class engineer (fireman) may take charge of one of not more than 200 h.p. if he is under the general supervision of an engineer with a higher certificate. Formerly, a fireman could take charge of any boiler or pressure vessel if he was supervised by a properly qualified engineer.

As previously, where the owner of a boiler or pressure vessel is unable to secure the services of a qualified engineer, the inspector may grant a permit to operate the boiler or pressure vessel for six months to any person who satisfies him as to his good conduct, sobriety and experience.

The Ordinance prohibits welding on boilers or pressure vessels except by a person holding a welder's certificate or one who is considered by the Commissioner to be otherwise qualified.

Licensing of Trades and Businesses

Amendments, assented to December 11, 1952, were made to the Business Licence Ordinance which forbids a person to carry on any of the occupations listed in the schedule without first obtaining a licence and paying the required fee.

The Ordinance requires an applicant for a licence who is an employer of labour to state in his written application the arrangements he has made for the protection of his workmen in case of accident in accordance with the provisions of the Workmen's Compensation Ordinance or his reasons for not making such arrangements.

The amendment authorizes the Commissioner to refuse to register or issue a licence to a person who is required to insure his employees under the Workmen's Compensation Ordinance and who fails to do so.

School Attendance

A new School Ordinance, assented to July 10, 1952, raises the school-leaving age from 12 to 16 years. Previously, a child between 7 and 12 years was required to attend school for at least 16 weeks in each year, eight weeks of which were consecutive.

Under the new Ordinance, a parent or guardian of a child between 7 and 16 years is required to send him to school, or see that he is educated otherwise, and for failure to do so may be liable to a fine not exceeding $5 for each day during which the violation continues.

A parent or guardian is not liable to penalty for failure to send the child to school for any of the following reasons: (a) if the child is being educated in some other satisfactory manner; (b) if he is unable to attend by reason of sickness or other unavoidable cause; (c) if there is no school open which the child can attend within five miles from his residence; (d) if the child has reached a standard of education equal to or higher than that to be attained in such school; (e) if the child's physical or mental condition is such as to prevent his attendance at school or his application to study; (f) if there is insufficient accommodation in the school which the child has the right to attend; (g) if the child has completed Grade VIII

or its equivalent; or (h) if he is absent from school on a holy day recognized by the church to which he belongs.

Old Age and Blind Assistance

The Old Age Assistance and Blind Persons Allowance Ordinance, assented to on December 13, 1951, is similar to the Acts passed in all provinces during 1951 and 1952. It provides for the administration of the old age and blind persons' assistance program in the Territories. The Commissioner is authorized to appoint a Director to be responsible for receiving applications and determining eligibility for both types of assistance. The Ordinance went into effect January 1, 1952.

YUKON

Hours of Work

By the enactment of the Hours of Labour Ordinance, 1951, working hours must be confined to eight in a day and 48 in a week unless time and one-half is paid for all time worked after these limits. The Ordinance is, in general, similar to the hours of work legislation in effect in five provinces and in its provision requiring time and one-half to be paid if work continues beyond fixed limits is like the Acts of Manitoba and Saskatchewan.

This is the first general statutory regulation of hours of work in the Yukon Territory. The Fair Wages Ordinance, 1946, limits the hours of employees in shops, hotels, restaurants, etc., to eight and 44 unless time and one-half is paid and the Ordinance to Regulate the Hours of Labour and the Minimum Wage to be Paid in Mining Operations, 1937, limits to eight and 48 the working hours of employees in mining. Employees covered by these two Ordinances are excluded from the new Hours of Labour Ordinance. Also excluded from the Ordinance are persons employed in a supervisory, managerial or confidential capacity.

Employers are required to keep records showing the hours worked by all their employees. Records must be produced for inspection when required by the Commissioner or a person authorized by him.

For failure to comply with any provision of the Ordinance the penalty is a fine ranging from $25 to $100 for each employee affected by the violation or, in default of payment, imprisonment for a term of not more than three months.

Workmen's Compensation

A Workmen's Compensation Ordinance practically identical to the one enacted in the Northwest Territories, described above, was assented to in the Yukon Territory on October 23, 1952, and became effective on January 1, 1953. As in the Northwest Territories, disputed claims in the Yukon will be dealt with by the Alberta Workmen's Compensation Board, which has agreed to act as Referee.

The only difference of note between the two Ordinances has to do with payments to a dependent widow on her re-marriage. As in the Northwest Territories, the Yukon Ordinance provides that when a dependent widow re-marries her monthly payments cease and she receives a lump sum of $600 within one month of her re-marriage. No provision is made in the Yukon Territory for the resumption of a widow's monthly pension if she later finds herself in need.

While the new Ordinance provides for the same general system of individual liability as before, under which an employer is liable for the payment of compensation and must insure his risk in a private insurance company, it makes substantial changes by adopting the scale of benefits and other provisions of the Alberta Act.

Previously, fixed lump sums were payable in death claims and for permanent total disability, e.g., compensation in case of death was $5,000 to a widow, with $750 for each child under 16, the total not to exceed $8,600. The sum of $6,000 was payable for permanent total disability and fixed sums for specific injuries. For temporary total disability a workman received a weekly payment of 66⅔ per cent of his average daily wages for the duration of his disability, up to a maximum period of 12 months.

Under the new Ordinance a widow receives a lump sum of $100 and a monthly pension of $50 until her death or re-marriage, together with $25 a month for each of her children under the age of 16 years. For permanent total disability compensation is a weekly payment during the lifetime of the workman equal to 75 per cent of his average weekly earnings. For permanent partial disability compensation is a proportion of 75 per cent of average weekly earnings, depending on the degree of loss of function resulting from the injury.

Another change from the previous Ordinance is in application. All industries set out in the schedule are covered whereas under the former Ordinance industries with fewer than five workmen were exempted. The number of industrial diseases was increased from five to eleven. Formerly, compensation was payable only for silicosis, lead, arsenic and mercury poisoning, and infected blisters.

The new Ordinance provides for a three-day waiting period and a six-day qualifying period. The six-day qualifying period is new. Previously, a workman was not granted compensation for any disability that lasted less than three days. Henceforth, when disability is of more than six days' duration, compensation is payable from the day of the accident.

Boilers and Pressure Vessels

The Steam Boilers Ordinance was replaced by a new Ordinance enacted May 8, 1952, and amended October 23 of the same year. The provisions are similar to those of the new Ordinance in the Northwest Territories (see above).

The coverage is the same as in the Northwest Territories except that the Ordinance does not apply to boilers and pressure vessels of less than 15 h.p., instead of those of less than 3 h.p. as is the case in the Northwest Territories.

In the Northwest Territories, and previously in the Yukon, all boilers and pressure vessels were required to be inspected annually. Now the compulsory annual inspection applies to all boilers, pressure vessels of over 20 cubic foot capacity, and hot water boilers which have over 150 square feet of heating surface or any used for heating a school, hospital, church, theatre, hall, auditorium or other building where the public assembles. On completing the inspection, the inspector must issue to the owner an inspection certificate. The new Ordinance provides that, if circumstances warrant, the Commissioner may issue a certificate to an owner of a new boiler or pressure vessel pending the next regular inspection.

In addition to the four regular classes of engineers' certificates provided for, the Commissioner is authorized to issue a provisional certificate on payment of a fee of $10, valid for not more than one year, to a person who has been employed as a fireman on a high pressure boiler for at least one year.

A new section provides that, where a boiler is delivered to a purchaser within the Territory, an affidavit of the foreman under whose supervision the boiler was built must be forwarded to the Commissioner. Unless this section is complied with, the inspector will not be required to pass the new boiler.

As in the Northwest Territories, the Yukon Ordinance adopts the 1951 Regulations for the Construction and Inspection of Boilers and Pressure Vessels of the Canadian Standards Association. In addition, the Yukon Ordinance provides that the Interprovincial Boiler Code is to govern the design, construction and inspection of boilers and pressure vessels in all circumstances not covered by the regulations.

A schedule of fees for inspecting boilers and pressure vessels is appended to the Ordinance.

Licensing of Trades and Businesses

The Business Licence Ordinance, 1952, requires all persons engaged in any of the occupations listed in the schedule to obtain a licence, for which they must pay a fee ranging from $10 to $100. A licence is valid for one year, expiring on March 31. The Ordinance does not apply to portions of the Territory situated within the boundaries of a municipality.

Guides

New provisions with respect to the licensing of guides are contained in the Game Ordinance which went into effect January 1, 1952, replacing an Ordinance of 1947.

As before, every person acting as a guide is required to be licensed by the Commissioner or his agent. Three types of licences are provided for, Grades A, B and C. These must be renewed annually.

To obtain a Grade A licence, a person must have acted as a guide for three years and have suitable equipment for outfitting any person desiring to hunt game. A Grade B licence may be issued to a person acting as assistant to a Grade A guide or to one whose activities as a guide are confined to areas where there is no need of extensive equipment to ensure the safe handling and conducting of the hunting party. A Grade C licence will entitle the holder to operate only under the immediate supervision of the holder of a Grade A or B licence; the holder must not hold hunting territory in his own right.

An applicant for a licence must produce evidence of qualifications, ability, character, age, residence, equipment, and the districts in which he has hunted.

Old Age and Blind Assistance

The Old Age Assistance and Blind Persons Allowance Ordinance was passed in 1952 to provide for the administration in the Yukon Territory of pensions to needy persons between 65 and 70 and needy blind persons over 21 years.

In addition to the maximum pension of $40 a month payable to these two classes of persons, the Ordinance also provides for a supplementary allowance of up to $10 a month. The Ordinance went into effect April 1, 1952.

Legal Decisions Affecting Labour

Quebec paper mill loses appeal against Superior Court decision refusing to stay the proceedings of arbitration board. Manitoba spray painter claiming entitlement to week's dismissal notice loses case

In a case which arose out of difficulties encountered by Price Brothers and the pulp and paper syndicates representing their employees in negotiating an agreement in March 1951, the appeal court in Quebec has ruled that a dispute over the unions' request for a voluntary revocable check-off was a proper subject for reference to a board of arbitration.* In Manitoba, the Court of Appeal dismissed a workman's claim that he was entitled to a week's notice on termination of employment both at common law and by the terms of the Manitoba Hours and Conditions of Work Act.

Quebec Court of Queen's Bench, Appeal Side...

...finds check-off a "condition of employment" coming within jurisdiction of arbitration board

The Quebec Court of Queen's Bench, Appeal Side, at Quebec on March 11, 1953, dismissed an employer's appeal from the ruling of the Superior Court that the voluntary revocable check-off of union dues was a condition of employment coming within the jurisdiction of a council of arbitration and that no writ of prohibition could be issued against a council of arbitration to prevent it from making a recommendation on this question.

Mr. Justice Hyde, Mr. Justice Marchand, Mr. Justice Gagné and Mr. Justice Bertrand gave separate reasons for the Court's decision and Mr. Justice Barclay gave a dissenting opinion.

The facts of the case were related by Mr. Justice Hyde. Price Brothers and Company Limited had signed collective agreements with the unions which were the bargaining agents for employees in the company's paper mills at Riverbend and Jonquières. On March 27, 1951, the unions gave notice that they wished to negotiate amendments to the agreements before they were renewed. In the discussions that followed, agreement was reached on all points except the unions' request for a voluntary check-off of union dues from the wages of the employees, which the company refused. According to the provisions of the Labour Relations Act for the solution of differences in the negotiation of collective agreements, the Minister of Labour first appointed a conciliator; then, when he was unable to effect an agreement, a council of arbitration.

A representative of the company appeared before the council of arbitration and contested its jurisdiction on the ground that the check-off clause over which the parties disagreed was not a "condition of employment" which a council of arbitration was authorized by statute to consider. On November 15, 1951, the members of the council of arbitration reported unanimously to the Minister that they were unable to render a decision on the matter submitted to them, since the question of their jurisdiction was one to be determined by the courts.

On December 10, 1951, the Department of Labour advised the company that the Minister had decided to appoint a second council of arbitration to consider the issue of the check-off and requested it to nominate a member. The employer informed the Minister of his view that a council of arbitration had no jurisdiction to consider the matter and that the Quebec Labour Relations Act did not empower the Minister to appoint a second council. He stated that if the unions persisted in proceeding with the matter he would contest the jurisdiction of the council of arbitration in court. When the Minister proceeded to appoint a second council, the employer applied to the Superior Court for a writ of prohibition against the new council of arbitration.

Mr. Justice Hyde reviewed the arguments given by the employer and the unions in the Superior Court. Counsel for the company claimed first that the Minister had no power to appoint a second council of arbitration and secondly that an employer could not be required under either the Labour Relations Act or the Quebec Trade Disputes Act to accept a check-off provision. The unions' counsel maintained that a writ of prohibition could

*Last month the Supreme Court of Canada declined to hear the company's appeal from this decision.

not be issued against a council of arbitration, that the Minister had the right to appoint a second council because the refusal of the first group to consider the matter submitted to it was equivalent to resignation, and that the proposed check-off clause did constitute a condition of employment within the meaning of the Labour Relations Act. The Superior Court dismissed the application for a writ of prohibition for various reasons, including the ones urged by the unions' counsel.

In the Court of Queen's Bench the case was narrowed down to two questions. Was the voluntary revocable check-off a "condition of employment" coming within the jurisdiction of a council of arbitration? If a council of arbitration exceeded its jurisdiction, could a writ of prohibition be issued against it?

Mr. Justice Hyde proceeded to exmine the company's contention that a check-off clause cannot be enforced upon an employer and consequently is a matter outside the jurisdiction of a council of arbitration. He noted first that the unions' request was for a voluntary revocable check-off clause, under which the employer would be obliged, upon the written request of an employee covered by the agreement, to withhold periodically from his pay the amount of his union dues and to remit the money to the union. The employee would have the right to revoke such instructions at any time and so would be left with complete freedom of action. He drew a distinction between this type of check-off provision and a compulsory check-off with or without the closed shop or other form of union security provision.

His Lordship then referred to Section 2(e) of the Labour Relations Act which defines a collective agreement in these terms:—

> "Collective agreement" or "agreement" means any arrangement respecting conditions of employment entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for one or more associations of employers.

Counsel for the employer emphasized the more limited meaning of the phrase "conditions de travail" in the French version of this section. He agreed that any clause not contrary to public order or good morals might be included in a labour contract or a collective agreement freely negotiated but maintained that the Act only required the employer to negotiate terms concerning "conditions de travail", that is, the work which employees are required to do and the relations between the employer and his employees. He contended that a check-off provision was not a condition of employment since it dealt only with the relations between the union and the employer.

Mr. Justice Hyde did not support this view. He pointed out that there was no attempt in the statute to limit the meaning of "conditions of employment". He also cited the rule given by Maxwell's *Interpretation of Statutes* that the chief object in construing the meaning of statutes is to determine the legislative intent, and that words should be given their full meaning, or the more extensive of two meanings, if this will best carry out the legislative intention. A narrow interpretation of "conditions de travail" might mean only the actual physical conditions under which the work was performed while "conditions of employment" might be restricted to rates of pay and hours of work. It was obviously not the intention of the Legislature to restrict the terms of collective agreements in this way.

His Lordship considered that the check-off was a question of the manner of payment of wages and was therefore a "condition of employment". While it was true that the union would benefit from the automatic collection of dues, the check-off was not solely in the interests of the union but would also assist the individual employee. It would save him the trouble of making the regular payments to which he was pledged and would assure him of remaining in good standing.

Section 14 of the Labour Relations Act provides for the submission of a dispute over the negotiation of a collective agreement to a council of arbitration. Since he considered the check-off a condition of employment properly the subject of a collective agreement under the Act, His Lordship held that the matter did come within the jurisdiction of a council of arbitration. For this reason he did not find it necessary to consider whether a writ of prohibition could be issued against a council of arbitration.

The employer also contended that the matter in dispute was beyond the jurisdiction of a council of arbitration appointed under the Trade Disputes Act because it was not mentioned in Section 4 of that Act which lists matters which may constitute a dispute. Mr. Justice Hyde held that a reference of a dispute arising in the negotiation of a collective agreement to a council of arbitration was not concerned with the jurisdiction prescribed by the Trade Disputes Act but solely with that given by the Labour Relations Act. Since this question was one properly dealt with

in a collective agreement there was no question of the jurisdiction of a council of arbitration to consider and report upon it.

In separate reasons for decision, Mr. Justice Marchand stated that he could not see how a writ of prohibition could be issued against a council of arbitration, since it was not an inferior tribunal having the power to judge within a limited jurisdiction but was merely a body established to make inquiry into a matter and report its findings to the Minister of Labour. He stated that he would dismiss the appeal on this ground alone.

Mr. Justice Bertrand concurred in the judgment of the Court because of the clauses in the Trade Disputes Act and the Labour Relations Act protecting councils of arbitration against writs of prohibition.

Mr. Justice Gagné stated that the distinction made by counsel for the employer between "conditions of employment" and other terms which may be included in collective agreements was not clear to him. In his opinion all provisions of a collective agreement were conditions of employment. If a check-off clause were included in an agreement, as the employer admitted it could be, and yet was not a condition of employment which was binding, it would be of no use at all to the employees.

Referring to the employer's argument that a check-off provision did not deal with an employer's relations with his employees but only with his relations with the union, Mr. Justice Gagné emphasized that a union speaks on behalf of all its members. The union, acting for the protection of the individual worker, negotiates an agreement fixing wages, hours of labour and type of work and this agreement is binding on all its members. The purpose of the collection of membership dues is not to enrich the union but to cover the costs of its services to the members. The payment of union dues is therefore intimately connected with an employee's work and wages.

For these reasons His Lordship considered that the check-off provision was a condition of employment and that the council of arbitration did have authority to consider whether or not it would recommend its inclusion in the collective agreement. He also found that the Minister of Labour was authorized to appoint a second council when the first refused to consider the question submitted to it.

Mr. Justice Barclay, in giving reasons for his dissenting judgment, maintained that there was a distinction between conditions of employment or working conditions and other conditions which might be included in a collective agreement. Any provision not illegal or against public order might become a term of an agreement, and if both parties agreed to include it, it could then be treated as a working condition, but not otherwise. He held that a council of arbitration could deal with actual working conditions and could recommend their adoption, but could not deal with or make any recommendations regarding other stipulations in the contract which are left to the free consent of the employer and the employee.

In Mr. Justice Barclay's view, "working conditions" meant the conditions which an employee must fulfil in order to earn his wages and the conditions which an employer must fulfil in order to reap the benefit of his employee's work. He found that the check-off was not a working condition.

> It is only after the employee, by complying with the working conditions, has earned his wages that the question of the voluntary check-off arises. At most it is a service which the company is asked to perform, it is not one of the company's obligations... As the check-off is not a stipulation of the contract, and not yet having been agreed to, it cannot be considered as a working condition.

Accordingly, in his opinion, the council of arbitration had no jurisdiction to make a recommendation as to the proposed check-off provision.

Considering that the second council was appointed for the sole purpose of dealing with a subject outside its jurisdiction, he held that a writ of prohibition should be issued against it. In his opinion, Section 34 of the Trade Disputes Act and Section 41a of the Labour Relations Act protected a council of arbitration from such a writ only when it was exercising its proper functions. For this reason he would have allowed the company's appeal.

The Court dismissed the employer's appeal from the judgment of the Superior Court which had accepted the case advanced by the unions and had dismissed the company's application for a writ of prohibition against the council of arbitration. *Price Brothers and Company Limited* v. *Letarte et al,* Rapports *Judiciaires de Québec* [1953], BR Montreal, No. 4, 307.

Manitoba Court of Appeal...

...finds one hour adequate notice of dismissal for painter paid by the week at an hourly rate

The Manitoba Court of Appeal, on March 20, 1953, dismissed a workman's appeal from a ruling that he was not entitled to a week's notice of dismissal

since he was employed by the hour and knew of his employer's practice of giving not more than an hour's notice.

Mr. Justice Beaubien described the facts of the case in his reasons for judgment. The appellant had been hired as a spray painter in May 1950. The contract of hiring was an oral one and nothing was said regarding termination of employment. The only arrangement made was that he was to start at a wage of 90 cents an hour and was to receive $1 an hour if he proved satisfactory after a trial period of two weeks. The appellant testified that no notice regarding termination of employment was ever posted in the shop and that the employer had never raised the question at a meeting of employees. The painter worked steadily for his employer, except for short periods of absence during his wife's illness and during his holidays, until October 4, 1951, when he was discharged along with nine others. On that day he was told at 4 p.m. that he would be "through" at 5.15 p.m.; his wages were paid up to that time. On October 2 he had been paid the amount he had earned during the week ending the previous Friday.

A police magistrate awarded the workman $48.80 in lieu of a week's notice of dismissal. The employer appealed this ruling to the county court. The county court judge, holding that the painter was employed by the hour and that in the circumstances the notice given him was reasonable, allowed the appeal. The workman appealed from this judgment to the Court of Appeal, claiming that he was entitled to one week's notice of termination of employment both at common law and by the terms of the Manitoba Hours and Conditions of Work Act.

Mr. Justice Beaubien stated that the point to be decided was the nature of the hiring. The appellant contended that it was a weekly hiring, terminable on a week's notice. His Lordship cited authorities which supported the view that where a hiring is for an indefinite period reasonable notice must be given and that the question of what constitutes reasonable notice depends on the nature of the hiring and other circumstances of the employment.

Mr. Justice Beaubien then reviewed the decision of the county court judge. He had accepted the employer's contention that his employees were hired by the hour, although they were paid once a week for convenience, and that they could leave their job any time they wished and could be discharged on an hour's notice. He had found also that the employee who brought the complaint was well aware of the system followed by the company. He was in its employ for 16 months, was off work on at least two occasions and was active in organizing a union among the employees, so that he would have particular knowledge of the company's employment practices. The county court had held, therefore, that the notice given was reasonable in the circumstances.

Mr. Justice Beaubien then considered the appellant's claim that the Hours and Conditions of Work Act gave him the right to one week's notice. This Act provides that, where the period of employment is not fixed and wages are paid once a month or more often, notice must be given by an employer who dismisses an employee or by an employee who leaves his job, and the period of notice must not be shorter than the regular pay period. This provision does not apply, however, where a different custom respecting termination of employment exists in an establishment.

The county court judge had held that Section 6B(1) of the Act, which contains the requirement respecting the giving of notice, was not applicable because it was the established practice of the company to dismiss or lay off employees on an hour's notice and the employee making the complaint knew of this custom. Mr. Justice Beaubien considered that the county court judge was justified in this view. However, the fact that the statutory provision did not apply did not deprive the appellant of his common-law right to reasonable notice. He agreed with the finding of the county court judge that the appellant was employed by the hour and that in the circumstances the notice given him was reasonable.

The Court accordingly dismissed the appeal with costs. *Emler* v. *Display Fixtures Ltd.* [1953], 8 WWR (NS) 289.

In 1952 the average output of coal per man-day in underground mines was highest in the Yukon at 3·896 tons and lowest in New Brunswick at 1·597 tons. The national average was 2·549 tons.

Canada's coal mines employed an average of 21,754 persons during 1952, of whom 5,858 worked on the surface and 15,896 underground.

—*Dominion Bureau of Statistics.*

Recent Regulations under Provincial Legislation

Major revision of Quebec's General Minimum Wage Order 4 results in higher minimum wage rates for small centres. Rates for municipal and school corporation employees are also raised by two special orders

General Order 4, the blanket minimum wage order covering the majority of unorganized workers in the province of Quebec, was revised and re-written in simpler form. The order, while still covering the entire province, now applies to three zones instead of four. Although there was no general increase in minimum wages, rates were raised for certain classes of workers, notably those employed in centres of less than 2,000 people. The general minimum rates set by the order for workers in factories, shops, offices and other workplaces are 51, 46 and 41 cents an hour in Zones I, II and III, respectively.

Two special orders, Nos. 41 and 42, governing employees of municipal and school corporations and stationary enginemen and firemen, were also revised in line with the changes in Order 4, and the minimum rates for employees of municipal and school corporations were increased.

Of the 13 remaining special orders, four expired and nine were renewed for another year.

Quebec Minimum Wage Act

Effective from April 25, the Quebec Minimum Wage Commission revised three minimum wage orders, General Order 4, Order 41 covering employees of municipal and school corporations and Order 42 governing stationary enginemen and firemen. These orders are effective until May 1, 1954.

At the same time the Commission renewed until May 1, 1954, nine of the remaining 13 special orders. The nine orders renewed, without change, are: Order 2, covering payment of overtime; 3, holidays with pay; 3A, holidays with pay in the building construction industry; 11, hospital and charitable institutions; 14, real estate undertakings; 23, taverns; 26A, taxicabs in Montreal; 29, taxicabs in Quebec and Lévis; and 39, forest operations.

The four orders which expired on May 1, 1953, are: Order 5, governing silk textiles; 8, cotton textiles; 19, full-fashioned hosiery; and 37, manufacture of glass containers. Workers in these undertakings are now under General Order 4.

All changes were effected by O.C. 373, made on March 26, and gazetted April 25.

General Order 4

Order 4, which applies to all undertakings under the Minimum Wage Act not covered by special orders, is estimated to cover close to 1,000,000 workers. This lengthy and complex order, made in 1942 and frequently amended, was revised and generally simplified. In addition to the simplification and improved arrangement effected in the revision, the number of zones for which minimum rates are set was reduced from four to three. The order, as before, applies to the entire province but the former Zones III and IV, covering places with from 2,000 to 10,000 persons and places with under 2,000 persons, respectively, have been combined to form Zone III. Hence, workers in the smaller centres must now receive a higher minimum rate than before.

In the revised Order 4, although there was no general increase in minimum wages, the rates were raised for certain classes of workers. Rates under the order were increased by 10 per cent on November 15, 1952.

With the exceptions noted below, Order 4 covers all employees other than farm workers, domestic servants, workers under a special order and those governed by a decree under the Collective Agreement Act. The following groups were added to the list of persons exempted from the order: university or superior school students; employees of church corporations or boards of trustees; and telephone operators in Zone III who are not exclusively occupied as such and who do not have regular working hours.

Other workers who continue to be exempted from the order include blind persons working in establishments where they constitute the majority of the employees (rather than, as before, the only employees), emergency workers for the prevention or fighting of forest fires; the employer's wife; his partner if he works in a partnership other than a joint-stock company; employees of religious and charitable institutions, teaching establishments, hospitals, etc.; employees of Desjardins savings banks; workers in peat bog exploitations working as peat-cutters; employees of lodging houses with fewer

than five bedrooms to let; and salesmen who habitually work outside the employer's establishment.

For the purposes of the order the province is divided into three zones, the former Zones III and IV having been combined. Zone I consists of Montreal, Longueuil, St. Lambert, Laprairie, Laval-des-Rapides and municipalities totally or partially situated on the Island of Montreal. In Zone II are Quebec City, including the part of Number 5 industrial zone which lies outside the city limits, 22 other cities, the towns of Iberville, Jonquières, La Tuque, Quebec-West, Rimouski and Victoriaville, the village of Giffard and any other municipality of more than 10,000 persons. Zone III covers the rest of the province. The order does not cover any territory not included in an electoral district.

In the revision of Order 4 a new arrangement was adopted. Formerly, minimum wage rates were set for six categories of workers: (1) Employees in industrial and commercial establishments; (2) Office employees; (3) Carters, chauffeurs, messengers and garage employees; (4) Employees in hotels and restaurants; (5) Watchmen and janitors; (6) Miscellaneous employees, including seasonal workers, building construction workers, bootblacks, etc.

For the most part, rates are now set out with reference to the number of hours worked in the regular work week in an establishment. The order sets out rates for six classes: (1) Establishments with a 48-hour regular work week; (2) Establishments with a 54-hour regular work week; (3) Establishments with a 60-hour regular work week; (4) Establishments having no regular work week; (5) Hotels, restaurants and similar undertakings; (6) Apartment houses, office buildings, and other real estate undertakings. With the arrangement of the order into divisions according to the length of the regular work week, it is no longer necessary to set out the minimum rates payable for many different types of employment, hitherto enumerated in the order.

Classification of Workplaces

Establishments with a 48-hour Work Week

The revised order classifies the establishments and undertakings under it according to the length of the regular work week. The regular work week for all establishments for which a longer work week is not fixed is 48 hours. Workplaces with a 48-hour week, therefore, are not specifically listed in the order.

Establishments with a 54-hour Work Week

The following establishments are considered as having a 54-hour regular work week: retail stores, bakeries, biscuit factories, chocolate factories, flour mills, canneries, butcher shops, meat-packing plants, cheese-processing plants, barbering and hairdressing shops, laundries, cleaning, dyeing and clothes-pressing establishments, shoe-shine and shoe-repair shops, garages and service stations, theatres, public recreational centres, funeral parlours, spinning, knitting and weaving mills and carding-houses, foundries and sawmills in Zones II and III, agricultural implement and separator factories in Zone III, and factories making sashes and doors, furniture, coffins, boxes, veneer or plywood, small wooden articles, looms, railroad ties and other similar articles.

Establishments with a 60-hour Work Week

A 60-hour regular work week applies in dairies and creameries, cheese and butter factories and transportation undertakings.

No Regular Work Week

Open air sporting clubs, snow-clearing undertakings and cemetery undertakings are considered as having no regular work week.

Minimum Rates and Overtime

As noted above, Order 4 now sets out minimum rates for six classes of establishments. In the following summary, the first four classes are grouped together. For workers in these four classes the general minimum rates are the same: 51 cents an hour in Zone I, 46 cents in Zone II, and 41 cents in Zone III. In the first three classes these rates are payable for the number of hours in the regular work week and overtime becomes payable after 48 hours, after 54 hours or after 60 hours, as the case may be. No overtime is payable for the workers in the fourth class for whom no regular work week is fixed.

Overtime must be paid for at time and one-half the regular rate in the case of employees paid by the hour and not covered by a collective agreement. Where, however, an employee is governed by a collective agreement, he must be paid for overtime not less than time and one-half the minimum rate set by Order 4. The order does not require overtime rates to be paid to employees who are paid on a weekly, monthly or yearly basis at least $50 a week in Zone I and $45 in Zones II and III.

With respect to the first four classes, lower rates—39, 36 and 31 cents an hour in Zones I, II, and III, respectively—are fixed for inexperienced workers. The order

provides that only 20 per cent of the total number of workers in an establishment may be classed as inexperienced. Previously, 75 per cent of the workers in a factory or shop were required to receive the minimum rate and lower rates were set for the remaining 25 per cent.

Irrespective of the length of the regular work week in an establishment, rates of 30 cents an hour in Zone I, 25 cents in Zone II and 22 cents in Zone III are fixed for office boys and messengers; 44, 41 and 35 cents, respectively, for watchmen; and 58, 53 and 48 cents, respectively, for motor vehicle chauffeurs.

Temporary employees in canneries for whom no regular work week is fixed and who work during the season June-October must be paid not less than 39, 36 and 31 cents an hour. Pin-boys and bootblacks, whose regular work week is 54 hours, must be paid the same rates as apply to messengers—30, 25 and 22 cents an hour. Caretakers who are given free lodgings on the premises are entitled to a weekly minimum wage of $18 in Zone I, $16 in Zone II and $15 in Zone III. No regular work week is fixed for these employees.

Some employees have a regular work week which is different from the one fixed for the establishment in which they work, e.g., while the regular work week in mining undertakings is 48 hours, employees working at the surface have a regular work week of 54 hours and those engaged in continuous work have a regular work week of 56 hours. Watchmen, maintenance men and service men, motor vehicle chauffeurs and their helpers, employees taking care of horses and vehicles, and employees supervising power-houses and electrical substations all have a regular work week of 60 hours and the payment of overtime is required for any work in excess of the 60-hour work week.

No regular work week is fixed for employees working on ships or boats, longshoremen, employees occupied at work conditioned by the tide, employees engaged in preparing fish on the shore, in snowhouses or in cold storage, operators of power-shovels or bulldozers and their helpers, employees whose hours are unverifiable and caretakers who are provided with free lodgings on the premises. This group is not entitled to any overtime rate.

A fifth division of the order applies to hotels, restaurants, lunch-counters, cabarets, cocktail bars, cafés, clubs, taverns, roadhouses or inns, lodging-houses with at least five bedrooms to let, boarding-houses and staff-houses.

The hourly minimum rates for employees in this division are as follows:—

	Zones		
	I	II	III
(a) all employees except those covered by (b) (c) (d) (e) and (f)	51¢	46¢	41¢
(b) office boys, messengers, bell boys, porters, cloakroom attendants	30	25	22
(c) employees of lodging-houses having at least five bedrooms to let	36	34	29
(d) watchmen	44	41	35
(e) waiters, waitresses, valets, chambermaids and elevator operators	44	41	35
(f) cooks and motor vehicle chauffeurs	58	53	48

Caretakers who are provided with free living quarters on the premises must receive the same minima as caretakers working in other establishments, namely $18, $16, and $15 a week, depending on the zone.

The regular work week, after which overtime becomes payable, for employees in hotels, restaurants and similar undertakings is 60 hours, except for boarding-house, lodging-house and staff-house employees, and open air sporting club employees, who have no regular work week.

Employers in hotels, restaurants and similar undertakings may establish the month or half-month as the period of work for employees who are hired by the month or half-month, respectively. In such cases, overtime must be paid for hours worked in excess of such monthly or half-monthly periods. The "regular working month" is calculated by multiplying the number of hours in the regular work week by $4\frac{1}{3}$ or, if there are 31 days in the month, by $4\frac{1}{2}$. Similarly, the "regular working half-month" is established by multiplying the number of hours in the regular work week by $2\frac{1}{6}$ or, in a month of 31 days, by $2\frac{1}{3}$.

The sixth division of the order covers apartment houses, office buildings and other real estate undertakings.

Monthly rates are set for janitors who are charged with the supervision of a real estate undertaking and whose duties include the leasing of apartments and collecting of rents. If free, heated living quarters are provided on the premises, a janitor must be paid at least $75 a month in Zones I and II and $60 in Zone III. When unheated lodgings are provided, the rates are $85 in Zones I and II and $70 in Zone III. If a janitor is not provided with living quarters, he must be paid $95 a month in Zones I and II and $80 in Zone III. No regular work week is fixed for janitors.

For all other employees in apartment houses, office buildings and other real estate undertakings, except office boys, messengers, watchmen and motor vehicle chauffeurs, the order fixes the same general minimum rates as for other types of establishments—51, 46 and 41 cents an hour for the three zones. Office boys, messengers, watchmen and chauffeurs must receive the same rates as are set for these classes elsewhere in the order. Sixty hours constitute the regular work week of employees in these undertakings, after which overtime must be paid.

General Provisions

General provisions relating to weekly rest, daily guarantee, annual holidays with pay, payment of wages, deductions for board and lodging, keeping of records and posting of notices remain practically the same as before.

As before, every employee in all establishments covered by Order 4 except real estate undertakings and undertakings for which no regular work week is fixed must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each.

All divisions of the order except those covering real estate undertakings and undertakings which have no regular work week provide for a three-hour minimum. A worker must be paid for at least three hours at his minimum rate, rather than at his regular rate, as before, when he is called to work and works less than the regular working day, unless he refuses to do the work required of him.

The provisions of Order 3 which requires an employee to be granted a week's holiday with pay after a year's continuous service apply to workers under Order 4. Janitors are excluded from these provisions.

Order 4 no longer contains the requirement that wages must be paid at least twice a month. As before, however, when payment is made in cash, the money must be placed in a sealed envelope with the following information on it: name of worker, pay period, total hours of work and overtime shown separately, wages earned and wage rate, deductions and take-home pay. Tips are the exclusive property of the worker and may not be considered as wages, even with the employee's consent.

Deductions may be made from the minimum wage when, by agreement, lodgings or meals are furnished by the employer to the employee. Such deductions must not exceed, in all three zones, 25 cents for one meal or $4.50 for meals per week; 25 cents a day for lodging or $1.50 per week; and $6 a week for full board and lodging. Previously, the above deductions were authorized for workers in Zone I, lower deductions being permitted in the other zones. Any other deductions from the minimum wage are prohibited unless imposed by statute or court order.

Uniforms when required for employees in hotels and restaurants must be furnished by the employer. The provision requiring uniforms to be kept in proper condition at the employer's expense has been omitted.

The requirement is continued that each employer must keep records showing, for each employee, name and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay and particulars regarding annual holidays with pay. Records must be retained for five years. The employer is also required to post in a conspicuous place all orders and notices furnished by the Commission.

Changes in Order 4

The chief increase in minimum rates brought about by the revision of Order 4 affects persons working in workplaces in the former Zone IV (i.e., where the population is under 2,000), who now receive the higher Zone III rates. For example, the minimum hourly rates for experienced workers in factories, shops and offices have been, since November 15, 1952, 51 cents in Zone I, 46 cents in Zone II, 41 cents in Zone III and 36 cents in Zone IV. In the revised order, Zones III and IV have been combined to form a new Zone III, which now covers all places in the province with less than 10,000 people, and the rates are 51 cents in Zone I, 46 cents in Zone II and 41 cents in Zone III. Thus, workers in the former Zone IV whose minimum was 36 cents an hour now have a minimum of 41 cents. The increase in rates brought about as a result of the re-zoning applies to all rates set in Order 4 as well as to the rates established in Orders 41 and 42. In some cases the rates for Zone IV were formerly the same as for Zone III and are therefore unchanged.

Rates for certain employees were changed in the other zones as well. Office boys and messengers, bell boys, porters and cloakroom attendants who previously had a minimum rate of 22 cents an hour in all zones now must receive 30, 25, and 22 cents, according to zone. Pin-boys and bootblacks must also receive these rates.

Their former rates were 29 cents in Zones I and II and 22 cents in Zones III and IV.

Rates for janitors in apartment houses have been changed and now apply also to janitors in other real estate undertakings, including office buildings. The work of such janitors includes management of the establishment, e.g., the collection of rents. If heated living quarters are provided on the premises, the rates, formerly $72.60 a month in Zones I and II and $58.08 in Zones III and IV, are now $75 in Zones I and II and $60 in Zone III. Where no lodgings are provided, rates have been increased by 62 cents to $95 a month in Zones I and II and by 14 cents to $80 in Zone III. A new category for janitors who are provided with unheated living quarters establishes rates of $85 in Zones I and II and $70 in Zone III.

A new category has also been included in the order for caretakers in establishments other than real estate undertakings who continuously supervise their employer's establishment and who are provided with free lodgings on the premises. Their weekly minimum wage rates are $18, $16 and $15 in the three zones.

Certain motor vehicle chauffeurs previously receiving lower rates than drivers of commercial vehicles must now receive the same rates as the latter, 58, 53 and 48 cents an hour. For the former group the rates were 51, 46, 41 and 36 cents in the four zones. Minimum rates are no longer specifically set out for garage mechanics. Their hourly rates have been reduced from 58, 53, 48 and 44 cents to the general rates of 51, 46 and 41 cents which, as before, apply to other garage employees. The regular work week of employees engaged in repair work in garages is now 54 rather than 60 hours.

The regular work week for which minimum rates are set was reduced for several types of workplaces. It was reduced from 54 to 48 hours in the following: establishments manufacturing electrical appliances in Zone III; crushed stone quarries; fox farms; and factories manufacturing felt hats, concrete pipes, rubber goods or organs. In waste material trading establishments the work week was reduced from 60 to 48 hours.

The work week in the following establishments was reduced from 60 to 54 hours: foundries, funeral undertaking establishments and agricultural implement and separator factories in places of under 10,000 population; sawmills in Zones II and III; and wool-carding and spinning establishments. The regular work week for sash and door factories was increased from 50 to 54 hours.

The revised order does not require the payment of overtime after 12 hours in a day. There is now no provision for the payment of overtime on a daily basis but the order continues to require overtime to be paid for hours in excess of the regular work week and in some cases in excess of the regular working month or half-month.

Other changes which have been noted above were in the ratio of inexperienced workers to experienced workers in an establishment (inexperienced workers may now constitute only 20 per cent of the employees) and in the deductions made by an employer for board and lodging. These have been made the same for all zones.

Orders 41 and 42

In November 1950, sections of General Order 4 that set out the minimum wages for employees of public corporations and for stationary enginemen and firemen were removed and made into separate orders: Order 41, applicable to employees of public corporations, and Order 42, applicable to stationary enginemen and firemen. Requirements for these groups relating to hours of work and overtime, weekly rest, daily guarantee, payment of wages and permissible deductions, records to be kept by employers and certain other matters were still included in Order 4. Such provisions have now been added to Order 41 and Order 42, making them complete, self-contained orders. The arrangement of Orders 41 and 42, as revised, is the same as that of Order 4 and minimum rates are set out for the same three zones.

Municipal and School Corporations

Order 41, which formerly applied to employees of public corporations, now covers employees of municipal and school corporations only. Accordingly, the sections fixing minimum rates for members of vestry boards or corporations of church trustees and other public corporations and for sacristans or sextons employed in a building used for religious worship have been omitted.

The revised order increases the minimum wage for most employees of municipal and school corporations. Employees covered by Order 41 are now divided into three general categories: (a) experienced employees, except those for whom special provision is made; (b) watchmen; (c) office boys, messengers, apprentices and inexperienced

employees. Not more than 20 per cent of the total number of employees of a corporation may be paid at the rate for an inexperienced worker.

The minimum wage generally applicable to experienced employees under this order is 51 cents an hour in Zone I, 46 cents an hour in Zone II and 41 cents an hour in Zone III. For watchmen, the minimum hourly rate is 44, 41 and 35 cents, according to the zone. Office boys, messengers, apprentices and inexperienced employees must receive at least 30, 25 and 22 cents an hour, according to the zone.

The hourly rates noted above are the same as those fixed by Order 4 and apply to all employees of municipal and school corporations working under conditions which make it possible for the employer to verify their hours of work. These include clerks, secretaries, treasurers, secretary-treasurers, accountants, clerical assistants, firemen, policemen, watchmen, carters, chauffeurs, maintenance workers and others.

Those employees governed by Order 41 for whom hourly minimum rates are set must now receive a substantially higher rate than before. Clerks, secretaries and treasurers of corporations and their assistants were formerly classed as office employees and, if they had at least two years' experience, were required to receive 35, 32, 28 and 25 cents an hour in the four zones. They are now subject to the general minimum rate of 51 cents in Zone I, 46 cents in Zone II and 41 cents in Zone III.

Watchmen, for whom the minimum rates were formerly 30, 28, 24 and 20 cents in the four zones, must now receive 44 cents an hour in Zone I, 41 cents in Zone II and 35 cents in Zone III.

Carters, chauffeurs and their helpers are now subject to the general minimum rates of 51, 46 and 41 cents. In the earlier order, special rates established for this group were considerably lower. For firemen and policemen the minimum rates were previously 30, 28, 24 and 20 cents. The general minimum rates now apply to them also.

For employees of a municipal or school corporation whose hours of work are not verifiable a minimum weekly or monthly wage is established which does not depend on the zone or the hours of work. The secretary of a local municipal corporation is entitled to a minimum monthly wage which, as before, varies with the population of the municipality. The minimum ranges from $18 in a community of 250 persons or less (an increase of $3) to $100 in a municipality with 10,000 or more persons (an increase of $10). The five minimum rates for communities with a population between 250 and 10,000 have each been increased by $5.

The secretary of a county municipality must now receive $40 a month, an increase of $5.

The minimum monthly wages of secretaries of school corporations vary with the number of property owners in the district. These range from $12 in an area with 50 or fewer property owners to $80 in an area with more than 2,000 property owners. In all cases the minimum is from $2 to $5 higher than before.

The minima for attendance officers and teachers have not been increased. The minimum wage of an attendance officer also depends on the number of property owners in the district and ranges from $3 to $25 a month. Teachers in the employ of a school corporation, regardless of zone, are entitled to receive at least $60 a month. Corporations are forbidden to make any deduction from a teacher's wages for lodging furnished, even if the wage exceeds the minimum.

As before, teachers who do maintenance work at the school where they teach must receive pay for such work at an hourly rate separately and in addition to their teaching salary, even where the salary is above the minimum. For such maintenance work the general minimum rate of 51 cents an hour in Zone I, 46 cents in Zone II and 41 cents in Zone III must be paid. These rates represent an increase, since the previous minima were 30, 28, 24 and 20 cents in the four zones.

As in Order 4, it is provided that caretakers who are given free lodgings on the premises must be paid a weekly minimum wage of $18 in Zone I, $16 in Zone II and $15 in Zone III.

The period of work of employees governed by Order 41 is the week. However, it may be a "regular working month" for employees paid by the month or a "regular working half-month" for employees paid by the half-month. In such cases, as for hotels under Order 4, overtime must be paid for hours worked beyond the month or half-month.

For most employees of municipal and school corporations the regular work week is 54 hours, after which overtime becomes payable. The provisions for overtime pay are similar to those prescribed in Order 4.

As before, the regular work week of chauffeurs and their helpers is 60 hours and of firemen and policemen 72 hours, after which the overtime rate must be paid. In Zones I and II the working hours of fire-

men and policemen may average 72 hours a week over a consecutive two-week period but may not exceed 144 hours in two weeks except in case of extreme urgency. Firemen and policemen employed by corporations in Zones I and II must, as before, receive at least $1 an hour for any time worked beyond 144 hours in a two-week period. This overtime pay must be granted even if their regular wages exceed the required minimum. This provision does not apply to fire chiefs, chiefs of police and their assistants.

Employees occupied at snow clearing, those operating power-shovels, bulldozers and similar vehicles, caretakers, employees whose hours of work are unverifiable, attendance officers and teachers have no regular work week.

Order 41 contains the same provisions as Order 4 with respect to the three-hour minimum and weekly rest but makes no provision for annual holidays, since employees of municipal and school corporations are excluded from holidays legislation.

Stationary Enginemen and Firemen

The main change in the revised order governing stationary enginemen and firemen, No. 42, is that it no longer applies to certain types of enginemen, namely, butter or cheese factory stationary enginemen, sawmill stationary enginemen, portable enginemen, Diesel engine operators and their helpers.

As before, employees under the order are classified as first, second or third-class chief enginemen; second, third or fourth-class enginemen; and firemen. Stationary enginemen must hold the certificate required for their work by the Stationary Enginemen Act. The new order provides that enginemen are classified according to the kind and class of installation which they direct or supervise and to the nature of the work referred to in the Act and regulations.

Minimum rates for those under the order remain the same except that stationary enginemen and firemen in centres with fewer than 2,000 persons must now receive the same minimum as those in centres having a population between 2,000 and 10,000.

Weekly minimum wage rates for chief enginemen are $51 in all zones for first-class chief enginemen; $42 in Zone I, $40 in Zone II and $38 in Zone III for second-class chief enginemen; and $36, $34 and $32 for third-class chief enginemen. These rates are the same as they were previously for Zones I, II and III. The former Zone IV rates have been eliminated and chief enginemen in the area formerly included in Zone IV must now receive the rate for Zone III. This represents an increase of $2 in the minimum rate for second and third-class chief enginemen.

A similar adjustment was made in the minimum rates for class enginemen, for whom the following hourly rates are set: 66, 63 and 60 cents for second-class enginemen; 55, 53 and 50 cents for third-class; and 50, 48 and 45 cents for fourth-class enginemen. For these classes the inclusion of Zone IV in Zone III means an increase of 5 cents an hour for second-class and fourth-class enginemen.

Firemen's hourly minimum wage rates are 40, 38 and 35 cents. For firemen in small centres the increase is five cents an hour.

The regular work week continues to be 60 hours for firemen and class enginemen and time worked in excess of 60 hours in a week must be considered as overtime and paid for at time and one-half the regular rate. This applies to employees paid on an hourly wage basis and not governed by a collective agreement.

As previously, no regular work week is set for chief enginemen.

The special provision that an employee must be paid as a stationary engineman or fireman for any time during which he works as such, even if he is at the same time occupied at work not governed by Order 42, continues in effect.

Employees covered by Order 42 must, if called to work, be paid for three hours' work at their minimum rate. They must be allowed a weekly rest of 24 hours or two periods of 18 consecutive hours. They are entitled to annual holidays with pay under Order 3.

The United States National Labor Relations Board has ruled that a union certified as the exclusive bargaining agent of employees can not charge non-members a fee for processing their grievances. The union in 1952 began charging $15 for handling an ordinary grievance and $400 to take a grievance through formal arbitration. The ruling was made in a case involving Local 1, Independent Metal Workers Union, at the Hughes Tool Company, Houston, Texas.

74562—8

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for March, 1953, show claims for benefit rose by 8,000. Decreases in six provinces outweighed by increases in the other four

The total of initial and renewal claims for unemployment insurance benefit filed in local offices across Canada in March rose by 8,000. Although decreases occurred in six provinces, they were offset by increases in the other four provinces. The major increase (12,530) was in Quebec, with smaller increases in Alberta (1,037), New Brunswick (889) and Nova Scotia (703).

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that a total of 179,714 initial and renewal claims for benefit was filed during the month, compared with 171,658 in February and 154,356 in March, 1952.

There was a slight decline in the volume of recorded unemployment, as measured by a count of ordinary claimants signing the live unemployment register on the last working day of the month. On March 31, ordinary claimants numbered 294,497 (255,256 males and 39,241 females), compared with 308,757 (264,964 males and 43,793 females) on February 28 and 275,018 (224,944 males and 50,074 females) on March 31, 1952. The remaining claimants for whom unemployment registers were included in the live file on March 31 were: 16,012 short-time; 2,759 temporary lay-off; and 65,613 supplementary benefit.

Adjudications of initial and renewal claims during March numbered 176,499, of which 110,514 granted entitlement to benefit; 51,773 initial claims were disallowed because of insufficiency of contributions. Disqualifications were imposed in 22,894 cases (including 6,696 on revised and 1,986 on supplementary benefit claims). The chief reasons for disqualification were: voluntarily left employment without just cause, 7,108 cases; not unemployed, 6,734 cases; and not capable of and not available for work, 2,224 cases.

Claimants who came on benefit during the month totalled 114,683, compared with 121,507 during February and 90,354 during March 1952.

*See Tables E-1 to E-7.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During March, $20,796,825 was paid in compensation for 6,613,705 days of proven unemployment, in comparison with $18,505,590 and 5,918,651 days in February and $14,932,190 and 5,537,221 days during March 1952.

The average daily rate of benefit for the week March 28-April 3 was $3.15, compared with $3.14 for the week February 28-March 6, and $2.71 for the week March 29-April 4, 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March 1953 show that insurance books have been issued to 4,527,968 employees who have made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered at March 31 numbered 248,551, an increase of 550 since February 28, 1953.

Supplementary Benefit

A total of 51,754 claimants who failed to satisfy the contribution requirements had their claims considered for supplementary benefit during the month. In addition, 1,750 renewal supplementary benefit claims were filed. Of the 39,211 initial claimants who became eligible for supplementary benefit, 32,412 or 83 per cent qualified under Class 1—persons for whom a benefit year had terminated since March 31, 1952. A total of $3,203,621 was paid during the month. During the week March 28-April 3, supplementary benefit payments numbered 53,854.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 912, February 19, 1953

Held: *That the claimant, who had no knowledge of the English language and who restricted her employment to stenography in an area where opportunities for that type of work are limited to those speaking English or those who are bilingual, had not proved that she was available for work within the meaning of the Act.*

Material Facts of Case.—The claimant, married, 29 years of age, filed an initial application for benefit on October 3, 1952, at the Commission's Office in "A", a city in southern Ontario, and stated that she had worked as a stenographer in "B", a city in Quebec, from 1945 to August 30, 1952, when she lost her employment because her employer had found another person to take her place at a lower salary. She also stated that inasmuch as she did not speak or write English she would take work as a French stenographer only. Her salary at the time of separation was $27 a week.

The insurance officer disqualified her from the receipt of benefit for an indefinite period on the ground that she was not available for work within the meaning of Section 27(1)(b) of the Act. The insurance officer explained that his decision was not based on the claimant's lack of knowledge of the English language but on the fact that she had restricted her employment to stenography in an area where opportunities for that type of work are limited to those speaking English or those who are bilingual.

In her appeal to a court of referees she stated that when she was replaced by another stenographer in "B", she got married and took up residence with her husband in "A", where he had a job, and that as both the English and French languages are spoken in Canada it was reasonable for her to expect that she could find employment as a French stenographer in "A". In appearing before the court, the claimant explained through her interpreter that for the past ten years she had worked solely as a stenographer and had never been engaged in any other occupation, that in striving to learn the English language so as to fit herself for work in "A" she and her husband were staying with an English family with whom she converses in that language at every opportunity and also that she was planning to attend school with a view to becoming better acquainted with the language. After taking into consideration that the French language is an official one of this country, that the Unemployment Insurance Act is intended as a national coverage for all persons coming under it, that the claimant had not separated from her last employment of her own volition and that finally she had been immediately disqualified upon filing her claim for benefit, the court unanimously allowed her appeal.

The insurance officer appealed to the Umpire.

Conclusions.—I agree with the insurance officer that the court of referees has based its decision on "considerations which have no relationship with the case" and that it erred in finding that the claimant has proved that she was available for work within the meaning of the Act.

As explained by the insurance officer in the first instance, the claimant was disqualified from the receipt of benefit not because of her inability to speak English but owing to her self-imposed restricted availability to a kind of employment which does not exist in the area. Her case would have been decided otherwise had she shown good faith and registered for employment of a kind which, under the circumstances, could reasonably be expected to be found for her.

It goes without saying that an insured person who is unemployed must conform to the exigencies of the "labour market" and to contend that the reverse is equally true leads to absurdity.

The principle involved is the same as in the case of claimants who live in a remote area and who refuse to take employment elsewhere or in the case of those who for domestic or other reasons restrict their availability to hours which are inconsistent with those of the "labour market".

As I have stated in many previous decisions:—

> Availability to work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's

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prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

I might add that one must not lose sight of the fact that the aim of the Unemployment Insurance Act is to financially assist claimants who are sincerely willing to work but who are in the unhappy position of being unable to find employment.

For those reasons, the decision of the court of referees, which is against the intent of the Act, must be reversed and the appeal is allowed.

The disqualification from the receipt of benefit imposed by the insurance officer in the first instance is reinstated as from the date that this decision is communicated to the claimant.

Decision CU-B 913, February 19, 1953

Held: *That a claimant who was employed two days a week should have applied for the full-time job which was notified to her regardless of the fact that the weekly wage would have amounted to less than that which she received in respect of her two days' work and unemployment insurance benefit.*

Material Facts of Case.—The claimant, married, 23 years of age, filed an initial application for benefit on February 4, 1952, and stated that she had been employed as a cashier in a chain store at a salary of $35 a week from July 9, 1951, to January 19, 1952, when she was dismissed because of an error in her cash. She stated that since then the employer had rehired her to work on Fridays and Saturdays. The claim was allowed.

On October 20, 1952, the local office notified the claimant of employment as a helper in a paper manufacturing concern at the prevailing rate of pay in the district for that type of work, *viz,* 55 cents an hour. The hours of work were from 7:00 a.m. to 4:00 p.m., five days a week. She failed to apply for the employment chiefly because of the low wages offered. The local office commented that the job did not call for experience, that there were chances of advancement, and that the possibility of her being taken on full-time at the chain store was uncertain.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, she had, without good cause, failed to apply for a situation in suitable employment (Section 40(1)(a) of the Act).

In her appeal to a court of referees she stated that had she accepted the employment she would have lost any chance which she might have had of being reinstated to full-time employment at the chain store, where she was paid $16 for two days' work; that in addition to the said amount she received unemployment insurance benefit amounting to $10, which made a total of $26 a week as against the $22 a week which she would have received for five days' work had she accepted the employment offered.

The court of referees, after having heard the claimant, unanimously reversed the decision of the insurance officer, basing its decision on substantially the same grounds as those stated in her appeal.

The insurance officer appealed to the Umpire.

Conclusions.—It is easy to conceive that the claimant would have preferred to continue working two days a week and draw $26, which included $10 in benefits, rather than take full-time employment which would have given her only $22 a week.

However, I entirely agree with the insurance officer that she "must not expect that the Unemployment Insurance Commission is obliged to pay here benefit indefinitely for the four unemployed days of the week". Either she is genuinely seeking full-time employment, in which case she must accept any suitable employment notified to her by the local office, or, as the case would seem to be, she does not want to take employment except on her own conditions and therefore she should not be considered as being available for work within the meaning of the Act.

It is true that the salary offered could not be compared with that which she received when she was working full-time or, proportionately, with that which she earns at the present time but it was in accordance with the prevailing rate in the district. The work would have been easy to perform and, if we do not lose sight of the fact that she had been unemployed four days a week during a period of nine months, it must be concluded that she has, without good cause, failed to apply for a situation in suitable employment.

To maintain the decision of the court of referees would be to sanction a principle which is against the intent of the Act as well as being unfair to the workers who fully contribute to the Unemployment Insurance Fund.

The appeal is allowed and the disqualification from benefit, originally imposed on the claimant by the insurance officer, is reinstated as from the date that this decision is communicated to her.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 136 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 91 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of April are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	$ 54,126.00
Defence Construction (1951) Ltd.	1	11,000.00
Defence Production (March report)	192	1,173,643.00
Post Office	9	117,222.63
Public Works	3	25,944.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wages Schedules Awarded—April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Raymond Alta: Mannix Ltd, construction of north dam, Milk River Ridge Reservoir. *Vauxhall Alta:* Square M Construction & Equipment Co Ltd, enlarging existing canal, relocating & constructing new canal, Bow River project.

Central Mortgage and Housing Corporation

Greenwood N S: L G Rawding Construction Ltd, landscaping. *Halifax (Gorsebrook) N S:* Eastern Landscape Co, *landscaping. *Halifax N S:* Pelton & Co, *exterior painting. *Tuft's Cove N S:* Nova Scotia Light & Power Co Ltd, *installation of underground electrical distribution system. *Fredericton N B:* V J Savoy, exterior painting. *Saint John N B:* M H Downs, exterior painting. *Ajax Ont:* A Stroud Ltd, installation of equipment, central heating plant. *Aylmer Ont:* Charles D Hay, landscaping. *Belleville Ont:* J W Havelin, exterior painting. *Brantford Ont:* Franks Contracting Co, *exterior painting. *Galt Ont:* John St Clair, *exterior painting. *Guelph Ont:* John St Clair, *exterior painting. *Hamilton Ont:* Howard A Cope, extension to driveways. *Hespeler Ont:* R H Clark, *exterior painting. *London Ont:* Franks Contracting Co, *exterior painting; Terminal Construction Co Ltd, landscaping. *Port Arthur Ont:* J H Turcotte, exterior painting. *Sarnia Ont:* S Gillespie, exterior painting. *Trenton Ont:* Hill-Clark-Francis Ltd, repairs to houses. *Uplands Ont:* Swansea Construction Co Ltd, construction of storm sewer & drainage systems. *Windsor Ont:* Earl Pulleybank, landscaping; National Painting & Decorating Co, exterior painting. *Regina Sask:* Yarnton Decorating Ltd , exterior painting. *Saskatoon Sask:* Shoquist Construction Ltd, construction of houses. *Swift Current Sask:* P Neufeld, exterior painting. *Yorkton Sask:* MacLeods Ltd, exterior painting. *Calgary Alta:* G G Taylor, exterior painting; W Segalet & Co Ltd, exterior painting; Yarnton Decorating Ltd, exterior painting. *Namao Alta:* P Janiten, landscaping. *Red Deer Alta:* William Segalet & Co Ltd, exterior painting.

Defence Construction (1951) Limited

Dartmouth N S: Annapolis Valley Construction Ltd, construction of receiving & shipping store, RCN Armament Depot. *Halifax N S:* Kenney Construction Co Ltd, construction of maritime warfare school. *Bagotville P Q:* R E Stewart Construction Co, construction of gun testing stop butt; Georges Proulx Engineering, construction of power plant bldg. *Valcartier P Q:* Thiro Construction Ltd, installation of electrical distribution system. *Camp Borden Ont:* K J Beamish Construction Co Ltd, rehabilitation of roads. *Long Branch Ont:* Bennett-Pratt Ltd, construction of inflammable stores bldg. *Point Petre Ont:* H J McFarland Construction Ltd, construction of pre-flight test bldg. *Trenton Ont:* Robertson Constructing & Engineering Co Ltd, construction of ME & refuelling tender garage. *Uplands Ont:* R A Blyth, construction of roadways & grading. *Portage la Prairie Man:* Harris Construction Co Ltd, construction of inner & outer LF/MF beacon bldgs. *Winnipeg Man:* Malcom Construction Co Ltd, construction of central heating plant. *Namao Alta:* Burns & Dutton Concrete & Construction Co Ltd, installation of underground steam distribution system; Marwell Construction Co Ltd, construction of concrete hangar aprons & drainage. *Penhold Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of drill & recreational hall. *Esquimalt B C:* Ricketts-Sewell Electric Ltd, installation of electrical system, HMC dockyard. *Victoria B C:* Parfitt Construction Co Ltd, renovation of Begg Bldg.

Building and Maintenance

Rockcliffe Ont: Shore & Horwitz Construction Co Ltd, conversion of bldgs to warehouse & office accommodation. *Comox B C:* Hodgson Clarke Building Stores Ltd, installation of tile floors in bldgs. *Sea Island B C:* C J Oliver Ltd, permanent subfloor replacement in bldgs.

National Harbours Board

Montreal Harbour P Q: Charles Duranceau Ltd, additional paving of Vulcan Wharf, section 71.

Department of Public Works

Twillingate Nfld: J R Grieve Co Ltd, construction of RCMP detachment bldg. *Belleville N S:* Vincent M Babine *loading & securing pontoons, dredge "PWD No 21". *Cheboque (Town Point) N S:* The Atlantic Bridge Co Ltd, wharf extension. *East Ferry N S:* Alfred Thimot & Medard Comeau, breakwater reconstruction. *Lockeport N S:* MacDonald Bros, erection of public bldg. *North West Cove (Tancook) N S:* T C Gorman (Nova Scotia), breakwater repairs. *Tangier N S:* Cameron Contracting Ltd, wharf repairs. *Yarmouth N S:* I G Trask & L W Shaw, construction of ferry terminal. *Fort Dufferin N B:* George C Chittick, repairs to breastworks. *Little Cape N B:* Modern Construction Ltd, breakwater extension. *Millbank (Lyon's Cove) N B:* Dominion Construction Co Ltd, construction of wharf. *Point Sapin N B:* Yvon Leger, *dredging. *Levis P Q:* L P Gagnon, construction of office & residence bldg. *Warwick P Q:* A Fortin Construction Ltee, construction of public bldg. *Eastview Ont:* George A Crain & Sons Ltd, alterations to Kelly Bldg. *Oakville Ont:* McNamara Construction Co Ltd, *dredging. *Ottawa Ont:* A Lanctot Construction Co, alterations to No 5 Temporary Bldg; J. A. Cronier Co Ltd & Dennis G Newton, demolition of Aylmer Bldg & annex; Ontario Building Cleaning Co, cleaning of interior & parts of exterior of bldg, Bureau of Statistics, Tunney's Pasture; Trudel & McAdam Ltd, new mezzanine floor, Printing Bureau. *Rockcliffe Ont:* M J Sulphur & Sons Ltd, alterations & additions, "N" Division Mess, RCMP. *Winnipeg Man:* Taylor Painting & Decorating Co Ltd, interior painting & decorating. *Saskatoon Sask:* Piggott Construction Co, alterations & additions—London Bldg. *Calgary Alta:* Wilkinson Electric Co Ltd, electric lighting improvements, Traders Bldg. *Waterways Alta:* Standard Iron & Engineering Works Ltd, *addition of sections in hull, dredge "PWD No 250". *Delkatla Slough (Massett) B C:* A T Holland, G Bell & V S Williams, *dredging. *North Thompson River B C:* Photographic Surveys (Western) Ltd, *bathymetric survey of Fraser River Basin. *Queen Charlotte City B C:* Horie-Latimer Construction Co Ltd, construction of landing. *Quesnel B C:* Narod Construction Ltd, construction of public bldg. *Tilbury Island, Fraser River B C:* Gilley Bros Ltd, improvements (rock protection). *Tofino B C:* West Coast Ventures Ltd, wharf reconstruction. *Vancouver (Marpole) B C:* Vancouver Pile Driving & Contracting Co Ltd, wharf reconstruction.

Department of Transport

La Macaza P Q: Conrad Forget, construction of equipment garage & staff dwellings. *La Tuque P Q:* Daris & Leclerc, construction of equipment bldg & staff dwellings. *Sudbury Ont:* Angus & Taylor Ltd, installation of field lighting at airport. *MacDonald Man:* A D Ross & Co Ltd, installation of field lighting at airport. *Hope B C:* Highway Construction Co Ltd, construction of radio beacon station.

Collective Agreements

(Continued from page 886)

Building Trades, Sherbrooke

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., Nov. 1951, p. 1539; June 1952, p. 781, Oct., p. 1362, and previous issues) by the addition of "The Corporation of Master Electricians of the Province of Quebec, Sherbrooke Branch", to the list of contracting parties.

Building Trades, St. Jérôme

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (Nov. 1950, p. 1905; Jan. 1951, p. 64, Nov., p. 1539, Jan. 1952, p. 56, April, p. 453, June, p. 782, and previous issues), as well as another Order in Council published in the *Quebec Official Gazette*, August 2, 1952, by the addition of "The Corporation of Master Electricians of the Province of Quebec, Laurentide Branch", to the list of contracting parties.

Prices and the Cost of Living*

Consumer Price Index, May 1, 1953

Registering its sixth successive fractional drop, the Dominion Bureau of Statistics consumer price index declined from 114·6 at April 1 to 114·4 at May 1. Over the past 16 months, the index has dropped from a peak of 118·2 reached in January 1952.

Between April 1 and May 1 the food index declined from 110·9 to 110·1 as lower prices for butter, potatoes, tomatoes, onions, beef and veal outweighed increases for coffee, eggs, grapefruit, lettuce and fresh and cured pork. These price changes occurred in combination with normal seasonal changes in the consumption of fruits, vegetables, meats, fats and eggs.

The clothing series increased from 109·7 to 110·1. The household operations index, however, declined from 116·9 to 116·6, largely as a result of a seasonal drop in the prices of coal in Ontario and Quebec.

Among other commodities and services, advances for theatres and barbers proved more important than a decline for gasoline and the index moved up from 115·0 to 115·1.

The shelter component advanced slightly from 122·7 to 122·9 as a result of small increases in both rent and home ownership.

The index one year earlier (May 1, 1952) was 115·9; group indexes were: food 115·5, shelter 119·6, clothing 112·3, household operation 116·2, other commodities and services 115·6.

Cost-of-Living Index, May 1, 1953

The cost-of-living index (1935-39=100) also dropped during April, declining from 183·9 at April 1 to 183·6 at May 1. At May 1, 1952, it stood at 186·7.

Group indexes at May 1 (April 1 figures in parentheses) were: food 222·8 (223·5), rent 151·0 (150·9), fuel and light 153·2 (155·5), clothing 206·3 (205·3), home furnishings and services 196·2 (196·8), miscellaneous 149·0 (148·7).

Group indexes one year earlier (May 1, 1952) were: food 235·3, rent 146·3, fuel and light 150·6, clothing 210·1, home furnishings and services 198·2, miscellaneous 147·4.

City Cost-of-Living Indexes, April 1, 1953

Cost-of-living indexes registered small advances in six of the nine regional cities between March 2 and April 1. Indexes for Halifax, Montreal and Toronto declined slightly.

Food indexes were lower at all centres except Winnipeg as decreases for butter, potatoes and most fresh meats offset a general increase in eggs.

Among other groups, index movements were generally unchanged to higher. Few changes occurred in clothing, while scattered increases in furniture prices were reported in five cities. Rent indexes were higher in six cities while fuel and light indexes advanced in four centres, with no decreases being reported. In the miscellaneous items group, advances were general for doctors' and dentists' fees, automobile mechanics' wage rates, and magazine subscriptions.

Composite city cost-of-living index point changes between March 2 and April 1 were: Winnipeg +0·3 to 176·9; St. John's +0·2 to 101·5; Saint John +0·1 to 180·5; Saskatoon +0·1 to 182·5; Edmonton +0·1 to 176·4; Vancouver +0·1 to 187·2; Montreal —1·6 to 188·2; Halifax —0·3 to 173·3; and Toronto —0·2 to 181·0.

Wholesale Prices, April 1953

Wholesale prices in April continued the indeterminate trend that has characterized prices over the past several months, according to the Dominion Bureau of Statistics report. Between March and April the composite index declined from 221·9 to 219·6, a loss of one per cent.

This is the lowest point reached by the index since August 1950. The postwar peak of 243·7 was touched in July 1951. In April last year the index stood at 226·8.

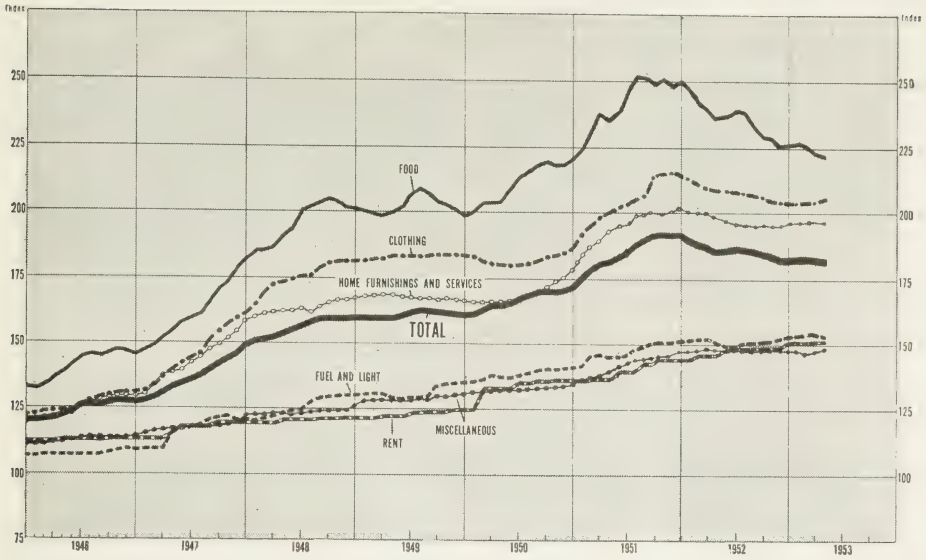
Six of the eight major groups moved down between March and April, one remained unchanged and one moved higher. The largest percentage change was registered by non-ferrous metals, which dropped 2·3 per cent from 174·7 to 170·7 as a result of declines in all major base metals, including tin, lead, zinc and copper.

A drop in the vegetable products index from 201·5 to 197·3 reflected lower prices for grains, vegetable oils, sugar, coffee, raw rubber, potatoes and canned vegetables. These outweighed advances in imported fresh fruits, cocoa beans and bread at certain centres.

Lower quotations for most raw and processed farm products, including livestock, fresh meats, butter, hides and skins, and leather, as well as losses in fishery products, overbalanced strength in eggs, fowl, lard,

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY 1946



prepared meats and furs to move the animal products index down 1·8 per cent from 238·7 to 234·4.

The non-metallic minerals and their products index receded from 175·2 to 174·4 when declines in imported coal, crushed stone and sand and gravel outweighed increases in crude petroleum and its products.

Wood, wood products and paper moved down from 290·9 to 289·9 because of decreases in newsprint, woodpulp, eastern hemlock, fir timber and cedar shingles.

A decline in chemicals and allied products from 176·5 to 176·2 reflected decreases for sodium cyanide and a number of paint materials. Iron and its products advanced from 221·4 to 221·5 as a result of a change in wire quotations. Fibres, textiles and textile products remained unchanged at 241·6 as lower prices for certain cotton fabrics, raw cotton and jute bags balanced a firmer tone in wool and woollen products.

Canadian farm product prices at terminal markets registered a substantial decline in April after several months of moderate declines. Between March and April the composite index dropped from 220·8 to 214·5, the lowest level touched since December 1947. Animal products recorded the sharpest change; an index drop from 264·3 to 256·0 reflected price decreases in livestock, butterfat and eastern milk for cheese manufacture. Eggs and fowl prices moved higher in this section. Lower quotations for grain and potatoes were responsible for a change in field products from 177·3 to 173·0.

Residential building material prices continued to advance in April. The composite index moved up fractionally from 283·4 to 283·6. Advances were noted for warm air furnaces and smoke pipes, lesser increases in sand and gravel. The latter outweighed decreases for softwood lumber and shellac.

The United States consumer price index rose 0·1 per cent between mid-March and mid-April to 113·7, the United States Bureau of Labor Statistics reports. The index stands 0·7 per cent above the level a year earlier and 11·7 per cent above that at the start of the Korean War. This is the second successive monthly rise after three declines in a row.

Strikes and Lockouts

Canada, April, 1953*

Time lost in industrial disputes resulting in work stoppages in April 1953, was little changed from the low figures of the previous three months. About half the idleness in April was caused by three stoppages: clothing and hosiery factory workers at Montreal, Que.; grain elevator workers at New Westminster and Vancouver, B.C.; and flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.

Wages and related questions were the central issues in 15 stoppages in April 1953, causing more than 90 per cent of the total loss. Of the other disputes, three arose over causes affecting working conditions and three over dismissals of workers.

Preliminary figures for April 1953, show 21 strikes and lockouts in existence, involving 3,562 workers, with a time loss of 29,120 man-working days, compared with 21 strikes and lockouts in March 1953, with 5,450 workers involved and a loss of 33,018 days. In April 1952, there were 37 strikes and lockouts, with 12,121 workers involved and a loss of 178,713 days.

For the first four months of 1953 preliminary figures show 52 strikes and lockouts, involving 11,898 workers, with a time loss of 116,965 days. In the same period in 1952 there were 63 strikes and lockouts, with 29,063 workers involved and a loss of 362,733 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April 1953, was 0·03 per cent of the estimated working time; 0·04 per cent in March 1953; 0·21 per cent in April 1952; 0·04 per cent for the first four months of 1953; and 0·11 per cent for the first four months in 1952.

Of the 21 stoppages in existence in April 1953, two were settled in favour of the employers, one was a compromise settlement and five were indefinite in result, work being resumed pending final settlement. At the end of the month 13 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

The latest information on strikes and lockouts in various countries is given in the LABOUR GAZETTE as it becomes available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February 1953, was 165; 11 were still in progress from the previous month, making a total of 176 during the month. In all stoppages of work in progress, 36,300 workers were involved and a time loss of 152,000 working days caused.

Of the 165 disputes leading to stoppages of work which began in February, 10, directly involving 1,300 workers, arose over demands for advances in wages, and 59, directly involving 9,400 workers, over other wage questions; seven, directly involving 1,400 workers, over questions as to working hours; 18, directly involving 2,300 workers, over questions respecting the employment of particular classes or persons; 64, directly involving 3,400 workers, over other questions respecting working arrangements; five, directly involving 3,200 workers, over questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

Australia

During the third quarter of 1952, there were 493 industrial disputes resulting in work stoppages directly involving 99,865

**See* Tables G1 and G2 at end of book.

workers. The time loss was 225,272 man-working days for all workers directly and indirectly involved.

New Zealand

For the year 1952, there were 50 strikes involving 16,297 workers, directly and indirectly, with a time loss of 28,123 man-days. Figures for the fourth quarter of 1952 show 13 strikes with 3,933 workers directly and indirectly involved and a time loss of 16,805 man-days.

United States

Preliminary figures for March 1953, show 450 work stoppages resulting from labour-management disputes beginning in the month in which 180,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,100,000 man-days. Corresponding figures for February 1953, are 350 work stoppages involving 120,000 workers and a time loss of 1,000,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 58.

Accident Prevention

1. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *Manutentions Portuaires; Sécurité chez les Dockers.* Paris, 1952. Pp. 62.

2. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *Les Meules.* Paris, 1952. 1 folder.

3. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *La Prévention des Accidents Dus aux Transmissions.* Paris, 1952. Pp. 94.

4. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *La protection dans le Travail à la Scie Circulaire.* Paris, 1952. Pp. 95.

5. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *La Securité à l'Usine; Principes Elementaires d'Hygiène et de Sécurité du Travail* 1st ed. Paris, 1952. Pp. 63.

6. **Iowa. University. Bureau of Labor and Management.** *Effective Safety Programs.* Iowa City, 1953. Pp. 40.

7. **Royal Society for the Prevention of Accidents, London.** *A Guide to the Principle Safety Requirements of the Factories Acts, 1937 and 1948.* 2nd ed., rev. London, 1951. Pp. 90.

Accidents

8. **Illinois. Department of Labor. Division of Statistics and Research.** *Annual Report on Industrial Accidents, 1951. Part 2: Compensation Cases closed during 1951 by the Illinois Industrial Commission under the Workmen's Compensation and Occupational Diseases Acts.* Springfield, 1952. 1 Volume.

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Apprenticeship

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 21, 1953			Week Ended February 21, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population	9,986	4,984	5,002	9,980	4,982	4,998
A. Civilian Labour force	5,192	4,064	1,128	5,194	4,069	1,125
Persons at work	4,859	3,772	1,087	4,839	3,759	1,080
35 hours or more	4,534	3,585	949	4,518	3,572	946
Less than 35 hours	325	187	138	321	187	134
Usually work 35 hours or more	130	111	19	125	107	18
(a) laid off for part of the week	10	*	*	*	*	*
(b) on short time	31	26	*	33	28	*
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	17	16	*	12	11	*
(f) illness	40	31	*	33	26	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	*	*	*	*	*	*
(i) other	23	21	*	28	25	*
Usually work less than 35 hours	195	76	119	196	80	116
Persons with jobs not at work	161	134	27	176	152	24
Usually work 35 hours or more	157	131	26	171	149	22
(a) laid off for full week	39	36	*	52	48	*
(b) bad weather	*	*	*	*	*	*
(c) illness	82	64	18	69	58	11
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	15	12	*	21	16	*
(f) other	16	14	*	22	20	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work (1)	172	158	14	179	158	21
B. Persons not in the labour force	4,794	920	3,874	4,786	913	3,873
(a) permanently unable or too old to work	188	122	66	192	121	71
(b) keeping house	3,342	*	3,341	3,335	*	3,334
(c) going to school	685	348	337	678	348	330
(d) retired or voluntarily idle	555	434	121	555	426	129
(e) other	24	15	*	26	17	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 21, 1953			Week Ended February 21, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work	184	167	17	193	168	25
Without jobs	172	158	14	179	158	21
Under 1 month	46	.....	.....	45	.....	.....
1— 3 months	77	.....	.....	95	.....	.....
4— 6 months	38	.....	.....	30	.....	.....
7—12 months	*	.....	.....	*	.....	.....
13—18 months	*	.....	.....	*	.....	.....
19— and over	*	.....	.....	*	.....	.....
Worked	12	*	*	14	10	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	10	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MARCH 21, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,192	94	387	1,494	1,861	921	435
Agricultural	803	*	51	204	196	331	20
Non-Agricultural	4,389	93	336	1,290	1,665	590	415
Males	4,064	77	316	1,155	1,434	748	334
Agricultural	780	*	49	201	189	323	17
Non-Agricultural	3,284	76	267	954	1,245	425	317
Females	1,128	17	71	339	427	173	101
Agricultural	23	*	*	*	*	*	*
Non-Agricultural	1,105	17	69	336	420	165	98
All ages	5,192	94	387	1,494	1,861	921	435
14–19 years	479	12	39	177	141	80	30
20–24 years	712	15	50	235	236	128	48
25–44 years	2,422	45	178	692	877	421	209
45–64 years	1,378	19	103	351	522	255	128
65 years and over	201	*	17	39	85	37	20
Persons with Jobs							
All status groups	5,020	88	364	1,425	1,823	902	418
Males	3,906	71	295	1,093	1,399	730	318
Females	1,114	17	69	332	424	172	100
Agricultural	799	*	51	204	193	330	20
Non-Agricultural	4,221	87	313	1,221	1,630	572	398
Paid workers	3,766	70	269	1,086	1,474	512	355
Males	2,760	56	207	786	1,086	360	265
Females	1,006	14	62	300	388	152	90
Persons without Jobs and Seeking Work							
Both sexes	172	*	23	69	38	19	17
Persons not in the Labour Force							
Both sexes	4,794	144	456	1,318	1,575	874	427
Males	920	46	97	233	267	177	100
Females	3,874	98	359	1,085	1,308	697	327

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.-Mar.	1,018	9,989	23,149	5,114	3,473	42,743	19,870
1953—Jan.-Mar.	976	3,922	11,950	3,907	2,182	22,937	8,610

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestics	Others	Total Workers
1951—Total	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—Jan.-Mar.	4,643	7,040	6,807	1,520	1,413	746	1,721	373	24,263
1953—Jan.-Mar.	2,369	1,969	2,715	959	1,355	574	1,721	227	11,889

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
x1949—Average	49	214	47	169	147	21	647
1950—December	63	250	52	192	162	26	745
1951—January	62	248	47	188	163	26	734
February	63	250	46	189	161	24	733
March	59	256	46	193	174	25	753
April	59	261	53	198	170	27	768
May	66	265	60	203	176	27	797
June	71	271	65	210	178	27	822
July	70	272	68	211	178	30	829
August	72	275	72	213	179	28	839
September	75	280	74	216	182	28	855
October	80	279	73	217	187	29	865
November	82	279	71	221	190	29	872
December	80	285	64	221	187	28	865
1952—January	78	278	59	213	189	29	846
February	80	283	59	214	194	28	858
March	74	288	62	215	194	29	862
April	63	289	67	219	195	29	862
May	69	290	73	225	199	29	885
June	70	290	79	229	202	30	900
July	71	293	88	231	203	30	916
August	77	303	87	232	199	30	928
September	79	310	89	234	199	31	942
October	82	311	86	236	204	32	951
November	82	316	83	240	208	31	960
December	77	323	77	242	207	32	958
1953—January	70	315	66	246*	203	31	931
February	68	320	65	233	209	31	926

x Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,372,211.

Year and month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
1951—Average	180·2	176·8	149·4	180·5	168·5	191·0	173·2	148·1	202·6	190·3
1952—Average	184·7	193·4	155·0	181·3	175·0	193·8	176·7	155·7	217·9	191·3
Jan. 1, 1952	181·0	175·2	149·2	190·7	171·7	190·3	173·0	152·1	206·0	186·4
Feb. 1, 1952	177·8	183·4	150·9	186·3	169·0	187·6	169·1	142·4	201·7	179·9
Mar. 1, 1952	178·0	160·6	146·7	185·3	169·6	187·5	167·8	141·7	201·8	183·9
Apr. 1, 1952	177·9	213·4	148·9	192·4	166·4	187·6	168·8	142·0	201·6	188·6
May 1, 1952	177·4	175·6	146·2	167·4	164·2	188·3	170·9	147·3	207·0	192·7
June 1, 1952	182·5	191·7	151·5	174·6	170·9	191·6	176·6	158·5	214·1	195·1
July 1, 1952	185·5	199·4	160·6	178·6	177·3	196·5	179·2	162·3	222·4	171·2
Aug. 1, 1952	188·8	207·9	160·4	172·3	183·5	195·9	182·7	166·1	231·5	183·9
Sept. 1, 1952	190·6	209·2	163·8	183·5	179·3	198·3	182·7	164·2	235·3	201·9
Oct. 1, 1952	192·6	205·4	163·6	186·0	182·1	200·7	183·0	162·4	230·7	206·3
Nov. 1, 1952	192·3	199·8	160·2	177·1	182·8	200·4	182·6	164·2	231·3	205·2
Dec. 1, 1952	192·2	199·0	158·0	180·9	183·1	200·7	183·9	164·7	231·6	200·8
Jan. 1, 1953	187·0	184·4	154·5	178·9	175·6	198·2	177·9	158·5	226·6	190·7
Feb. 1, 1953	182·5	176·5	151·1	167·3	171·3	195·7	173·3	148·4	219·3	181·1
Mar. 1, 1953	181·7	167·9	146·8	164·9	169·5	195·7	170·9	147·6	219·8	182·8
Percentage Distribution of Employees of Reporting Establishments at March 1, 1953	100·0	0·2	3·5	2·4	29·0	43·8	5·1	2·3	5·0	8·7

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23·44	100·0	100·0	100·0	22·79
1947—Average	158·3	245·2	154·4	36·19	171·0	272·7	159·5	36·34
1948—Average	165·0	282·9	170·9	40·06	176·0	314·1	178·5	40·67
1949—Average	165·5	303·7	183·3	42·96	175·9	339·2	192·9	43·97
1950—Average	168·0	321·8	191·3	44·84	177·5	360·2	202·8	46·21
1951—Average	180·2	381·3	211·6	49·61	190·0	427·6	224·9	51·25
1952—Average	184·7	426·1	230·9	54·13	192·3	474·0	246·2	56·11
Jan. 1, 1952	181·0	388·8	215·1	50·42	183·6	417·8	227·4	51·82
Feb. 1, 1952	177·8	402·9	226·9	53·19	185·2	449·9	242·9	55·36
Mar. 1, 1952	178·0	409·0	230·2	53·95	187·3	458·0	244·5	55·73
Apr. 1, 1952	177·9	411·5	231·7	54·32	188·3	467·2	248·1	56·55
May 1, 1952	177·4	410·6	231·8	54·34	188·7	468·4	248·1	56·55
June 1, 1952	182·5	420·2	230·7	54·08	190·9	470·1	246·2	56·10
July 1, 1952	185·5	426·3	230·2	53·96	191·4	470·1	245·5	55·95
Aug. 1, 1952	188·8	433·3	229·9	53·89	194·1	474·6	244·4	55·71
Sept. 1, 1952	190·6	442·7	232·7	54·55	198·5	490·9	247·3	56·36
Oct. 1, 1952	192·6	452·2	235·2	55·12	200·8	503·0	250·5	57·09
Nov. 1, 1952	192·3	455·8	237·4	55·65	199·8	505·7	253·0	57·66
Dec. 1, 1952	192·2	459·5	239·4	56·12	199·6	512·2	256·5	58·46
Jan. 1, 1953	187·0	428·7	229·6	53·81	196·3	473·2	241·0	54·93
Feb. 1, 1953	182·5	441·1	242·0	56·72	197·6	510·3	258·1	58·83
Mar. 1, 1953	181·7	444·8	245·1	57·46	199·4	518·1	259·8	59·20

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952
							$	$	$
(a) PROVINCES									
Prince Edward Island	167·9	176·5	160·6	381·6	393·5	322·4	45·24	44·37	39·95
Nova Scotia	146·8	151·1	146·7	336·3	343·9	309·8	49·08	48·74	45·24
New Brunswick	164·9	167·3	185·3	405·8	403·8	430·2	50·04	49·08	47·11
Quebec	169·5	171·3	169·6	439·9	437·9	412·7	55·24	54·41	51·81
Ontario	195·7	195·7	187·5	475·4	470·4	429·0	59·54	58·91	56·09
Manitoba	170·9	173·3	167·8	361·9	362·2	336·2	54·47	53·74	51·52
Saskatchewan	147·6	148·4	141·7	326·0	323·0	294·7	53·48	52·71	50·44
Alberta	219·8	219·3	201·8	499·1	495·7	431·4	57·75	57·50	54·40
British Columbia	182·8	181·1	183·9	440·5	429·5	415·4	62·64	61·65	58·71
CANADA	**181·7**	**182·5**	**178·0**	**444·8**	**441·1**	**409·0**	**57·46**	**56·72**	**53·95**
(b) METROPOLITAN AREAS									
Sydney	110·7	112·0	111·0	298·2	299·9	260·5	60·23	59·88	52·48
Halifax	216·1	220·5	216·9	424·8	429·2	411·3	46·04	45·60	44·41
Saint John	184·7	183·4	200·8	388·9	384·8	405·6	45·10	44·94	43·29
Quebec	159·7	159·1	147·2	396·0	394·0	339·2	46·20	46·14	42·94
Sherbrooke	170·6	173·3	171·9	418·0	422·2	402·2	47·63	47·34	45·40
Three Rivers	155·9	154·7	162·7	412·0	414·3	406·3	52·87	53·59	49·96
Drummondville	172·9	176·3	187·6	466·0	485·5	501·3	51·60	52·71	51·16
Montreal	184·9	184·1	174·2	446·9	441·5	393·0	55·25	54·80	51·59
Ottawa—Hull	187·4	188·3	185·3	415·9	414·2	388·9	51·32	50·86	48·64
Peterborough	190·1	189·7	198·5	547·2	544·8	543·2	60·79	60·67	57·82
Oshawa	304·9	294·8	242·9	894·1	850·9	631·9	69·22	68·14	61·51
Niagara Falls	303·9	295·4	257·0	887·6	839·8	678·9	70·43	68·56	63·67
St. Catharines	242·2	242·5	236·8	660·0	655·9	625·1	66·85	66·37	64·77
Toronto	207·2	206·5	193·3	488·4	483·3	428·8	59·53	59·10	56·05
Hamilton	205·4	206·7	198·7	523·0	522·7	473·7	61·61	61·18	57·72
Brantford	201·4	205·0	209·8	553·9	560·7	572·8	57·13	56·81	56·70
Galt	163·3	164·6	151·3	430·0	428·6	372·4	54·10	53·50	50·52
Kitchener	182·8	182·1	167·0	473·1	469·3	400·7	54·87	54·65	50·97
Sudbury	182·5	182·4	178·9	426·8	428·3	395·5	70·21	70·51	66·41
London	200·6	200·3	182·9	460·3	457·8	395·8	54·30	54·07	51·23
Sarnia	320·0	324·8	288·3	790·6	817·6	675·4	68·41	69·69	64·94
Windsor	238·5	231·5	219·2	614·3	572·3	493·2	69·10	66·33	62·72
Sault Ste. Marie	244·8	248·0	221·3	632·0	620·5	529·4	68·48	66·33	63·59
Ft. William—Pt. Arthur	226·4	222·5	223·4	533·3	516·4	505·3	60·13	59·25	57·52
Winnipeg	173·2	174·9	167·5	364·6	364·6	334·0	51·41	50·89	48·62
Regina	173·6	173·0	158·3	378·8	375·1	332·1	49·59	49·30	47·53
Saskatoon	189·9	194·4	182·9	419·0	421·2	380·9	48·84	47·95	46·22
Edmonton	292·9	287·8	242·9	705·0	683·7	520·8	56·69	55·95	50·42
Calgary	226·2	225·6	211·9	483·6	475·5	425·2	55·13	54·36	51·82
Vancouver	199·9	199·7	195·6	463·6	460·6	428·3	58·17	57·87	54·91
Victoria	230·0	223·8	221·7	550·9	528·0	499·9	57·40	56·55	54·04
(c) INDUSTRIES									
Forestry (chiefly logging)	168·8	183·8	266·7	602·3	600·3	878·8	61·77	56·54	57·04
Mining	121·2	122·5	122·9	284·7	291·6	273·4	67·77	68·71	64·20
Manufacturing	199·4	197·6	187·3	518·1	510·3	458·0	59·20	58·83	55·73
Durable Goods[1]	260·8	258·1	238·4	687·6	673·6	587·9	64·07	63·43	59·90
Non-Durable Goods	159·8	158·7	154·2	396·3	392·9	364·7	54·07	54·01	51·57
Construction	153·6	159·8	153·2	501·7	509·6	455·1	61·40	59·94	55·81
Transportation, storage, communication	174·2	176·4	177·4	375·6	369·9	349·8	61·67	59·96	56·43
Public utility operation	192·0	192·9	185·9	427·3	427·1	388·0	65·55	65·22	61·56
Trade	178·4	179·5	169·3	392·2	389·9	355·9	48·01	47·43	45·93
Finance, insurance and real estate	182·2	181·9	178·2	315·5	314·4	296·7	50·40	50·30	48·42
Service[2]	187·5	188·0	178·3	410·8	406·5	362·5	36·71	36·21	33·97
Industrial composite	181·7	182·5	178·0	444·8	441·1	409·0	57·46	56·72	53·95

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	¢	$	No.	¢	$	No.	¢	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42·6	143·6	61.17	42·2	119·3	50.34
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·7	56.71	42·4	146·3	62.03	41·7	121·0	50·46

* The average at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1953	Feb. 1, 1953	Mar. 1, 1952	Mar. 1, 1953	Feb. 1, 1953	Mar. 1, 1952
Newfoundland	41·0	40·6	43·1	132·9	131·7	125·5
Nova Scotia	41·3	41·2	41·6	120·2	118·3	114·5
New Brunswick	42·7	42·7	42·3	118·7	118·3	113·5
Quebec	43·6	43·6	43·5	120·4	119·9	113·8
Ontario	41·7	41·4	41·0	142·6	142·1	135·7
Manitoba	40·9	40·6	41·2	130·0	129·2	121·3
Saskatchewan	40·8	41·1	40·8	132·4	132·9	127·7
Alberta	40·4	39·8	40·8	138·0	136·6	127·6
British Columbia	38·3	38·4	38·0	163·6	164·6	158·1
Montreal	42·6	42·3	42·5	127·2	126·4	118·5
Toronto	41·2	41·0	40·6	142·5	141·8	134·6
Hamilton	40·5	40·1	39·4	155·3	156·1	147·2
Windsor	42·5	40·9	39·8	164·1	161·3	157·1
Winnipeg	40·8	40·5	40·7	128·7	127·8	119·9
Vancouver	37·5	37·9	36·7	160·3	160·4	154·4

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar.1 1953	Feb. 1 1953	Mar.1 1952	Mar.1 1953	Feb. 1 1953	Mar.1 1952	Mar.1 1953	Feb. 1 1953	Mar.1 1952
	no.	no.	no.	¢	¢	¢	$	$	$
Mining	42·2	43·0	42·6	153·3	153·3	143·9	64.69	65.92	61.30
Metal mining	44·4	44·6	44·8	154·3	153·7	145·0	68.51	68.55	64.96
Gold	46·4	46·6	46·6	132·6	131·8	129·0	61.53	61.42	60.11
Other metal	43·2	43·2	43·6	168·8	168·6	156·6	72.92	72.84	68.28
Fuels	37·7	40·2	38·2	154·8	156·0	146·8	58.36	62.71	56.08
Coal	35·8	39·0	36·3	151·8	153·3	142·5	54.34	59.79	51.73
Oil and natural gas	45·7	45·5	46·7	164·6	165·8	161·7	75.22	75.44	75.51
Non-metal	42·5	42·4	43·4	145·4	144·7	132·7	61.80	61.35	57.59
Manufacturing	42·1	41·9	41·7	134·7	134·2	127·8	56.71	56.23	53.29
Food and beverages	41·1	41·4	41·8	115·5	114·7	109·4	47.47	47.49	45.73
Meat products	40·1	40·1	40·7	143·7	142·9	137·3	57.62	57.30	55.88
Canned and preserved fruits and vegetables	40·4	39·5	39·7	101·7	104·5	94·1	41.09	41.28	37.36
Grain mill products	42·7	41·6	42·9	123·9	123·8	117·8	52.91	51.50	50.54
Bread and other bakery products	43·9	43·6	44·5	101·9	101·5	96·8	44.73	44.25	43.08
Distilled and malt liquors	40·4	40·9	41·5	140·4	139·6	135·3	56.72	57.10	56.15
Tobacco and tobacco products	40·8	40·8	40·8	117·5	116·2	112·4	47.94	47.41	45.86
Rubber products	42·1	42·1	41·0	143·4	142·9	135·0	60.37	60.16	55.35
Leather products	42·0	42·4	41·1	94·3	94·4	89·5	39.61	40.03	36.78
Boots and shoes (except rubber)	42·0	42·3	41·5	90·7	90·7	86·1	38.09	38.37	35.73
Textile products (except clothing)	42·8	43·2	40·9	107·3	107·1	101·9	45.92	46.27	41.68
Cotton yarn and broad woven goods	40·1	41·0	37·2	109·7	109·8	100·1	43.99	45.02	37.24
Woollen goods	44·6	44·8	43·5	102·2	102·3	99·9	45.58	45.83	43.46
Synthetic textiles and silk	46·0	46·4	45·1	108·1	108·0	105·7	49.73	50.11	47.67
Clothing (textile and fur)	40·2	39·9	38·8	94·4	93·8	91·0	37.95	37.43	35.31
Men's clothing	40·2	39·7	38·5	92·7	91·7	88·2	37.27	36.40	33.96
Women's clothing	37·7	37·5	37·5	99·7	99·5	95·7	37.59	37.31	35.89
Knit goods	41·6	41·3	39·3	94·4	94·2	92·8	39.27	38.90	36.47
*Wood products	42·4	42·3	41·4	119·1	120·0	115·6	50.50	50.76	47.86
Saw and planing mills	41·4	41·4	40·4	127·9	129·8	126·1	52.95	53.74	50.94
Furniture	43·7	43·5	42·4	108·2	107·5	102·2	47.28	46.76	43.33
Other wood products	44·6	43·9	43·9	102·3	102·1	97·2	45.63	44.82	42.67
Paper products	43·7	44·1	45·7	148·8	149·0	140·8	65.03	65.71	64.35
Pulp and paper mills	44·2	44·7	47·1	159·2	159·3	149·6	70.37	71.21	70.46
Other paper products	42·3	42·4	41·5	118·3	117·7	110·4	50.04	49.90	45.82
Printing, publishing and allied ind	39·9	39·5	39·2	155·6	154·0	143·4	62.08	60.83	56.21
*Iron and steel products	42·1	41·9	42·1	151·4	150·8	143·3	63.74	63.19	60.33
Agricultural implements	39·9	39·3	40·4	160·0	161·4	160·9	63.84	63.43	65.00
Fabricated and structural steel	41·9	42·2	43·7	159·0	157·5	146·4	66.62	66.47	63.98
Hardware and tools	43·0	43·2	42·8	136·4	135·6	128·8	58.65	58.58	55.13
Heating and cooking appliances	42·4	42·3	40·6	130·6	130·8	124·0	55.37	55.33	50.34
Iron castings	42·9	43·0	42·1	149·0	148·1	139·6	63.92	63.68	58.77
Machinery mfg	43·4	43·3	43·9	142·8	142·1	135·4	61.98	61.53	59.44
Primary iron and steel	41·1	40·6	41·5	169·5	169·1	156·4	69.66	68.65	64.91
Sheet metal products	41·5	41·1	40·8	141·6	140·0	132·8	58.76	57.54	54.18
*Transportation equipment	42·8	41·8	41·7	156·9	155·6	144·8	67.15	65.04	60.38
Aircraft and parts	45·6	45·4	45·0	158·1	157·4	146·0	72.09	71.46	65.70
Motor vehicles	43·7	41·6	40·9	168·5	165·8	158·7	73.63	68.97	64.91
Motor vehicles parts and accessories	42·2	41·6	40·4	156·4	154·9	149·1	66.00	64.44	60.24
Railroad and rolling stock equipment	40·0	39·0	40·3	156·8	156·9	139·7	62.72	61.19	56.30
Shipbuilding and repairing	42·8	42·2	43·3	145·2	143·3	135·8	62.15	60.47	58.80
*Non-ferrous metal products	41·6	41·5	41·7	148·8	149·0	143·4	61.90	61.84	59.80
Aluminum products	42·7	42·7	43·6	138·5	139·3	131·3	59.14	59.48	57.25
Brass and copper products	42·1	41·7	42·3	140·7	138·8	132·2	59.23	57.88	55.92
Smelting and refining	41·3	41·3	41·2	161·5	162·5	157·0	66.70	67.11	64.68
*Electrical apparatus and supplies	41·8	41·3	40·9	142·0	141·1	138·4	59.36	58.27	56.61
Heavy electrical machinery and equipment	42·2	42·2	40·7	158·1	157·6	148·5	66.72	66.51	60.44
*Non-metallic mineral products	43·9	44·1	43·9	133·7	133·0	126·7	58.69	58.65	55.62
Clay products	44·0	44·0	44·4	123·6	123·2	119·6	54.38	54.21	53.10
Glass and glass products	45·4	46·4	44·4	129·4	129·7	121·5	58.75	60.18	53.95
Products of petroleum and coal	40·8	40·6	40·8	176·9	177·6	163·5	72.18	72.11	66.71
Chemical products	41·9	42·0	42·1	135·9	136·4	130·5	56.94	57.29	54.94
Medicinal and pharmaceutical preparations	41·3	41·5	41·6	111·8	112·2	104·6	46.17	46.56	43.51
Acids, alkalis and salts	41·4	42·3	42·2	154·5	154·5	152·1	63.96	65.35	64.19
Miscellaneous manufacturing industries	41·7	41·4	41·5	108·6	108·1	103·5	45.29	44.75	42.95
*Durable goods	42·4	41·9	41·8	146·3	145·7	138·4	62.03	61.05	57.85
Non-durable goods	41·7	41·8	41·5	121·0	120·8	116·0	50.46	50.49	48.14
Construction	42·8	42·1	42·7	142·4	140·5	129·9	60.95	59.15	55.47
Buildings and structures	41·2	40·6	41·6	155·7	153·9	139·6	64.15	62.48	58.07
Highways, bridges and streets	45·1	44·7	45·0	107·5	105·8	102·9	48.48	47.29	46.31
Electric and motor transportation	45·4	45·6	45·5	133·0	132·5	124·1	60.38	60.42	56.47
Service	42·6	42·4	42·7	77·8	76·5	73·2	33.14	32.44	31.26
Hotels and restaurants	43·7	43·4	44·0	77·7	76·1	72·8	33.95	33.03	32.03
Laundries and dry cleaning plants	41·1	41·3	40·7	74·3	73·9	70·2	30.54	30.52	28.57

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	73·6	75·0	98·1
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·5	103·6	44.03	105·6	102·9	102·6
Monthly Average 1951	42·1	116·8	49.15	117·8	113·7	103·6
Monthly Average 1952	41·7	129·2	53.88	129·2	116·5	110·9
Week Preceding:						
March 1, 1952	41·7	127·8	53.29	127·8	116·9	109·3
April 1, 1952	42·1	129·0	54.31	130·2	116·8	111·5
May 1, 1952	41·7	129·4	53.96	129·4	115·9	111·6
June 1, 1952	41·3	129·7	53.57	128·4	116·0	110·7
July 1, 1952	41·3	128·6	53.11	127·3	116·1	109·6
August 1, 1952	41·1	128·9	52.98	127·0	116·0	109·5
September 1, 1952	41·6	129·5	53.87	129·2	116·1	111·3
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952	42·5	132·1	56.14	134·5	115·8	116·1
January 1, 1953	42·2*	134·0	56.55	135·6	115·7	117·2
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953(1)	42·1	134·7	56.71	136·0	114·8	118·5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100)

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38·3 hours, $51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1947	53,484	38,706	92,190	122,771	34,192	156,963
May 1, 1948	28,602	21,335	49,937	123,130	42,082	165,212
May 1, 1949	21,673	21,840	43,513	158,794	44,932	203,726
May 1, 1950	16,687	15,009	31,696	327,225	77,983	405,208
May 1, 1951	36,940	15,513	52,453	163,310	54,201	217,511
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953(1)	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953 (1)	24,982	19,142	44,124	241,982	57,394	299,376

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31 1953[1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Feb. 28, 1953	Change from March 27, 1952
Agriculture, Fishing, Trapping	**1,247**	**281**	**1,528**	**+ 826**	**− 66**
Forestry	**447**	**14**	**461**	**− 129**	**+ 93**
Mining, Quarrying and Oil Wells	**1,078**	**40**	**1,118**	**+ 491**	**+ 164**
Metal Mining	793	13	806	+ 468	.....
Fuels	138	15	153	− 43	.....
Non-Metal Mining	45	5	50	+ 41	.....
Quarrying, Clay and Sand Pits	49	.....	49	+ 47	.....
Prospecting	53	7	60	− 22	.....
Manufacturing	**6,096**	**3,871**	**9,967**	**+ 105**	**+ 1,965**
Foods and Beverages	585	317	902	+ 217	.....
Tobacco and Tobacco Products	7	10	17	− 28	.....
Rubber Products	50	29	79	+ 10	.....
Leather Products	168	265	433	+ 47	.....
Textile Products (except clothing)	138	278	416	+ 62	.....
Clothing (textile and fur)	339	1,793	2,132	− 395	.....
Wood Products	402	89	491	+ 7	.....
Paper Products	256	88	344	+ 88	.....
Printing, Publishing and Allied Insdutries	257	125	382	+ 101	.....
Iron and Steel Products	844	166	1,010	− 15	.....
Transportation Equipment	1,602	157	1,759	− 449	.....
Non-Ferrous Metal Products	285	85	370	+ 69	.....
Electrical Apparatus and Supplies	426	138	564	+ 67	.....
Non-Metallic Mineral Products	119	28	147	+ 39	.....
Products of Petroleum and Coal	113	12	125	+ 53	.....
Chemical Products	336	163	499	+ 197	.....
Miscellaneous Manufacturing Industries	169	128	297	+ 35	.....
Construction	**2,840**	**108**	**2,948**	**+ 1,598**	**+ 96**
General Contractors	2,388	83	2,471	+ 1,528	.....
Special Trade Contractors	452	25	477	+ 70	.....
Transportation, Storage and Communication	**1,225**	**310**	**1,535**	**+ 552**	.....
Transportation	1,053	97	1,150	+ 465	.....
Storage	68	18	86	+ 18	See footnote (2)
Communication	104	195	299	+ 69	
Public Utility Operation	**371**	**62**	**433**	**+ 184**	.....
Trade	**2,658**	**2,757**	**5,415**	**+ 961**	**+ 1,279**
Wholesale	790	659	1,449	+ 113	.....
Retail	1,868	2,098	3,966	+ 848	.....
Finance, Insurance and Real Estate	**824**	**1,037**	**1,861**	**+ 145**	**+ 492**
Service	**2,622**	**7,760**	**10,382**	**+ 2,212**	**+ 1,830**
Community or Public Service	272	1,108	1,380	+ 241	.....
Government Service	908	574	1,482	+ 6	.....
Recreation Service	122	94	216	+ 83	.....
Business Service	411	472	883	+ 25	.....
Personal Service	909	5,512	6,421	+ 1,857	.....
GRAND TOTAL	**19,408**	**16,240**	**35,648**	**+ 6,945**	**+ 6,343**

(1)—Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT APRIL 2, 1953 [1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,989	595	2,584	3,716	914	4,630
Clerical workers	1,930	4,426	6,356	9,179	14,692	23,871
Sales workers	1,743	1,216	2,959	4,507	9,005	13,512
Personal and domestic service workers	1,215	6,402	7,617	25,077	14,015	39,092
Seamen	105	4	109	4,528	55	4,583
Agriculture and fishing	1,330	26	1,356	3,031	964	3,995
Skilled and semiskilled workers	6,987	2,579	9,566	150,165	13,008	163,173
Food and kindred products (inc. tobacco)	94	40	134	1,984	935	2,919
Textiles, clothing, etc.	262	1,890	2,152	2,074	7,403	9,477
Lumber and wood products	550	5	555	31,382	118	31,500
Pulp, paper (inc. printing)	48	22	70	830	512	1,342
Leather and leather products	98	171	269	924	458	1,382
Stone, clay and glass products	34	6	40	490	56	546
Metalworking	1,467	36	1,503	8,769	499	9,268
Electrical	305	30	335	1,396	350	1,746
Transportation equipment	68	.....	68	340	44	384
Mining	136	.....	136	2,639	1	2,640
Construction	1,189	.....	1,189	47,278	3	47,281
Transportation (except seamen)	722	15	737	25,710	84	25,794
Communications and public utility	69	.....	69	833	11	844
Trade and service	317	246	563	1,998	1,137	3,135
Other skilled and semiskilled	1,481	89	1,570	14,864	1,090	15,954
Foremen	63	4	67	4,265	226	4,491
Apprentices	84	25	109	4,389	81	4,470
Unskilled workers	3,246	1,120	4,366	138,297	14,049	152,346
Food and tobacco	67	120	187	4,024	4,677	8,701
Lumber and lumber products	132	2	134	10,728	253	10,981
Metalworking	144	25	169	4,443	444	4,887
Construction	767	.....	767	35,102	1	35,103
Other unskilled workers	2,136	973	3,109	84,000	8,674	92,674
GRAND TOTAL	**18,545**	**16,368**	**34,913**	**338,500**	**66,702**	**405,202**

[1] Preliminary—subject to revision.
[2] Current Vacancies only. Deferred Vacancies excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1953—LIVE APPLICATIONS AT APRIL 30, 1953

Offices	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 30, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**127**	**334**	**175**	**2**	**14,367**	**3,321**	**271**	**146**	**15**	**6**	**14,369**	**12,934**
Corner Brook	54	41	22	2	1,964	521	21	11	3	.....	2,067	2,045
Grand Falls	7	19	5	.....	1,071	298	12	10	.....	.....	1,171	1,158
St. John's	66	274	148	.....	11,332	2,502	238	125	12	6	11,131	9,731
Prince Edward Island	**108**	**393**	**205**	.....	**3,187**	**707**	**336**	**194**	**56**	**16**	**3,122**	**1,813**
Charlottetown	81	240	122	.....	1,942	426	215	133	30	13	1,928	1,015
Summerside	27	153	83	.....	1,245	281	121	61	26	3	1,194	798
Nova Scotia	**980**	**4,051**	**1,939**	**6**	**20,856**	**9,050**	**3,899**	**1,978**	**627**	**125**	**21,173**	**14,957**
Amherst	.....	175	.....	.....	818	372	182	175	.....	5	778	489
Bridgewater	19	60	35	.....	1,120	485	44	28	3	.....	1,161	640
Halifax	756	2,623	1,650	4	4,521	2,704	2,140	994	413	28	3,888	3,508
Inverness	.....	15	5	.....	799	123	18	10	.....	.....	782	699
Kentville	43	94	63	.....	2,303	536	120	51	4	9	2,284	1,322
Liverpool	5	25	7	.....	467	144	17	16	.....	.....	484	327
New Glasgow	39	324	46	1	2,827	820	394	273	33	2	2,586	1,983
Springhill	3	23	7	1	477	935	20	15	.....	.....	1,122	516
Sydney	74	541	53	.....	4,221	1,715	708	336	157	1	4,372	3,103
Truro	38	150	72	.....	835	677	156	64	15	1	1,121	717
Yarmouth—Shelburne	3	21	1	.....	2,468	539	100	16	2	79	2,595	1,653
New Brunswick	**703**	**3,362**	**1,512**	**165**	**23,154**	**9,573**	**2,640**	**1,528**	**416**	**82**	**24,609**	**20,373**
Bathurst	14	79	19	.....	3,866	995	89	21	46	.....	3,948	3,299
Campbellton	26	139	40	2	2,482	810	140	64	40	3	2,830	2,336
Edmundston	13	138	29	.....	1,938	860	196	59	52	46	2,255	1,772
Fredericton	78	137	80	.....	1,276	855	141	67	12	1	1,582	1,308
Minto	21	87	27	.....	456	475	90	80	1	4	727	504
Moncton	229	1,271	745	110	5,535	1,958	696	303	179	8	5,347	3,655
Newcastle	1	70	5	3	2,023	1,017	96	39	15	4	2,420	1,819
Saint John	299	1,214	514	50	2,562	1,591	968	738	60	12	2,342	3,039
St. Stephen	10	169	34	.....	1,798	419	181	126	9	4	1,647	1,363
Sussex	5	39	5	.....	351	114	31	25	.....	.....	372	233
Woodstock	7	19	14	.....	867	479	12	6	2	.....	1,139	1,045
Quebec	**9,019**	**28,372**	**10,112**	**240**	**144,879**	**73,458**	**28,058**	**16,999**	**2,731**	**407**	**157,849**	**113,083**
Asbestos	30	96	27	6	571	242	88	77	1	.....	599	544
Beauharnois	12	112	22	3	739	330	122	92	.....	.....	758	623
Buckingham	4	64	10	1	1,185	557	66	45	7	.....	1,470	1,220
Causapscal	1	26	3	.....	2,443	1,010	21	16	4	1	3,143	2,705

Chandler	.....	10	6	.....	1,961	454	11	4	.....	4	2,006	1,777
Chicoutimi	309	345	164	25	1,585	1,642	430	335	7	6	2,064	1,577
Dolbeau	11	32	4	2	1,461	1,139	32	20	1	.....	2,276	1,963
Drummondville	38	272	63	.....	2,395	799	282	183	6	11	2,329	1,630
Farnham	6	43	8	5	726	295	50	34	1	.....	824	684
Gaspe	13	44	19	12	1,632	564	27	7	.....	.....	1,735	1,468
Granby	67	272	49	3	1,240	1,069	421	239	22	12	1,498	860
Hull	75	204	61	4	2,823	1,193	193	132	4	11	3,008	1,891
Joliette	51	273	148	.....	2,884	1,116	203	101	5	.....	3,334	1,827
Jonquiere	64	334	69	20	1,922	1,417	399	181	35	31	2,434	1,793
Lachute	20	86	10	3	710	273	96	83	2	1	672	386
La Malbaie	1	31	9	.....	2,928	983	34	22	.....	.....	3,436	2,370
La Tuque	13	146	38	.....	732	370	91	63	.....	11	898	574
Levis	200	328	283	3	2,986	1,367	222	162	4	1	3,364	2,337
Maniwaki	.....	26	3	.....	734	863	30	22	.....	.....	1,483	1,031
Matane	6	261	2	.....	2,569	1,453	268	186	25	2	3,315	2,206
Megantic	27	112	12	11	980	607	117	91	.....	1	1,345	959
Mont-Laurier	10	28	19	.....	754	788	18	11	.....	.....	1,332	995
Montmagny	9	97	22	.....	1,341	939	121	75	2	2	1,908	1,459
Montreal	6,025	17,520	6,613	.....	42,726	23,214	15,916	9,743	2,173	123	38,952	26,976
New Richmond	12	35	30	.....	1,462	442	37	6	2	11	1,664	1,401
Port Alfred	3	25	8	.....	1,320	603	52	14	1	10	1,671	974
Quebec	654	1,418	859	.....	13,950	6,129	2,166	796	67	48	14,986	9,768
Rimouski	25	173	97	.....	4,490	2,238	195	87	.....	17	6,378	5,427
Riviere du Loup	28	313	58	.....	4,111	2,317	331	270	.....	2	5,366	3,896
Roberval	22	69	14	12	801	649	79	42	5	2	1,200	1,144
Rouyn	55	204	67	.....	1,789	1,533	220	122	22	8	2,618	2,943
Ste. Agathe	7	74	13	9	1,025	465	67	38	6	.....	1,276	933
Ste. Anne de Bellevue	25	118	25	.....	1,023	221	115	99	.....	1	850	612
Ste. Therese	56	202	97	3	1,215	530	195	140	1	2	1,181	672
St. Georges Est	68	468	70	.....	2,282	1,786	547	415	2	2	3,182	2,069
St. Hyacinthe	88	412	145	1	1,948	676	476	305	33	3	2,011	1,229
St. Jean	100	326	124	2	1,335	675	366	188	3	2	1,194	1,100
St. Jerome	25	170	20	1	1,419	519	176	114	19	3	1,359	1,792
St. Joseph d'Alma	41	89	29	.....	2,773	954	70	81	2	5	3,168	1,836
Sept Iles	31	427	54	73	933	764	346	318	.....	.....	1,111	1,117
Shawinigan Falls	41	311	49	1	4,114	1,919	360	209	51	16	4,821	3,071
Sherbrooke	147	1,001	182	2	4,221	2,103	1,123	627	146	14	3,936	2,777
Sorel	158	379	63	20	1,881	542	318	242	.....	.....	1,749	1,115
Thetford Mines	76	110	85	.....	1,320	603	134	82	2	13	1,480	1,162
Three Rivers	104	518	140	2	6,793	2,538	702	378	49	18	7,422	4,070
Val d'Or	90	251	57	13	1,504	1,225	196	147	1	3	2,002	1,539
Valleyfield	37	217	60	.....	1,678	601	233	143	6	8	1,613	1,292
Victoriaville	134	300	102	3	1,465	742	296	212	14	2	1,428	911
Ontario	**10,768**	**36,478**	**12,372**	**590**	**102,947**	**69,149**	**39,662**	**21,167**	**4,322**	**877**	**98,640**	**68,704**
Arnprior	6	117	12	1	347	139	134	106	3	7	317	118
Barrie	100	367	148	7	973	620	359	168	7	10	1,035	611
Belleville	60	305	70	.....	1,343	602	431	190	50	3	1,276	728
Bracebridge	55	118	46	2	771	551	164	118	.....	1	1,065	659
Brampton	30	199	93	5	322	215	174	107	2	.....	288	168
Brantford	59	450	71	15	2,455	1,640	508	322	16	37	2,563	2,011
Brockville	24	199	32	.....	296	286	214	164	13	20	265	118
Carleton Place	3	24	1	.....	313	93	31	25	.....	.....	293	173
Chatham	127	410	139	.....	1,435	901	507	204	115	1	1,293	856
Cobourg	7	262	18	1	471	292	321	244	5	4	463	282

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1953—LIVE APPLICATIONS AT APRIL 30, 1953

Offices	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 30, 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded.												
Collingwood	21	132	22	1	980	274	137	114	6	11	933	753
Cornwall	58	530	84	.....	2,357	818	592	420	56	31	2,113	1,046
Fort Erie	30	82	16	3	532	114	91	68	.....	.....	419	322
Fort Frances	38	28	30	1	439	280	18	16	.....	.....	589	359
Fort William	81	549	147	77	1,975	1,291	416	323	26	13	2,300	1,259
Galt	71	353	120	10	601	500	299	205	14	1	561	383
Gananoque	7	87	13	1	247	129	113	56	19	2	197	126
Goderich	20	101	44	1	459	147	79	42	10	1	319	186
Guelph	130	238	175	1	690	482	291	133	16	.....	660	415
Hamilton	568	2,055	405	101	7,874	5,052	2,612	1,306	489	1	6,879	5,358
Hawkesbury	13	65	32	.....	1,111	199	70	40	2	10	1,078	724
Ingersoll	36	111	44	.....	362	335	137	72	13	3	472	343
Kapuskasing	32	303	149	1	460	648	401	168	.....	.....	799	1,131
Kenora	10	42	10	.....	564	298	46	41	.....	.....	664	385
Kingston	139	677	199	.....	1,252	907	783	488	39	4	1,090	931
Kirkland Lake	43	112	42	.....	977	645	166	62	18	40	1,147	922
Kitchener—Waterloo	210	618	262	2	1,080	874	704	409	58	3	902	610
Leamington	22	115	40	.....	635	387	383	59	27	119	412	423
Lindsay	48	160	89	.....	380	233	147	71	10	.....	422	222
Listowel	28	67	47	.....	366	102	55	37	.....	2	334	185
London	608	1,950	704	2	2,961	2,779	2,233	1,057	305	3	2,558	2,072
Midland	23	283	60	1	1,277	339	297	228	9	3	791	387
Napanee	2	32	.....	.....	629	207	42	30	3	3	611	331
New Toronto	172	1,067	400	8	1,341	1,695	993	545	19	47	1,271	1,000
Niagara Falls	61	459	124	2	1,100	892	479	282	50	.....	884	507
North Bay	38	499	91	1	1,288	1,353	511	192	189	6	1,684	842
Orillia	17	254	23	1	814	371	319	202	41	8	668	338
Oshawa	123	965	192	36	2,051	2,044	1,034	598	112	3	1,885	1,485
Ottawa	994	1,723	1,020	2	4,058	2,489	1,619	827	275	10	3,665	2,371
Owen Sound	68	261	140	1	1,509	451	434	137	30	.....	1,111	528
Parry Sound	5	53	4	.....	430	250	59	48	.....	8	411	202
Pembroke	71	365	63	3	1,009	1,042	403	180	120	13	1,315	818
Perth	28	57	25	.....	490	145	60	50	1	.....	511	328
Peterborough	39	293	69	.....	2,123	883	372	229	2	.....	1,978	1,636
Picton	10	69	20	.....	515	125	84	52	2	.....	411	193
Port Arthur	47	466	98	10	2,904	2,632	534	302	43	80	*4,154	3,105
Port Colborne	9	57	13	2	642	306	65	20	21	.....	619	369
Prescott	29	452	143	130	440	314	218	189	11	.....	356	245
Renfrew	14	124	26	.....	326	190	116	98	4	2	302	165
St. Catharines	139	692	141	2	2,129	1,269	849	497	46	1	1,782	1,369
St. Thomas	55	382	70	1	646	687	491	156	25	.....	635	480

Sarnia	53	222	53	2	1,704	705	341	162	27	1	1,512	1,030
Sault Ste. Marie	120	404	138	12	1,117	996	552	236	63	.....	1,368	992
Simcoe	31	172	58	3	796	481	244	108	11	.....	854	834
Sioux Lookout	9	53	26	.....	236	200	30	27	1	.....	312	280
Smiths Falls	14	55	19	.....	431	178	49	33	3	4	414	181
Stratford	83	179	98	.....	710	297	222	98	18	.....	641	365
Sturgeon Falls	6	116	7	.....	898	731	122	94	9	.....	1,276	850
Sudbury	88	509	143	1	3,028	2,026	531	272	73	1	3,561	2,481
Timmins	45	375	83	.....	1,506	1,316	466	194	79	33	1,991	1,843
Toronto	4,426	11,488	4,756	33	22,541	16,753	11,642	5,783	1,501	318	20,005	13,540
Trenton	42	222	58	1	835	524	257	161	5	1	753	529
Walkerton	25	109	47	1	559	150	164	77	.....	3	449	274
Wallaceburg	12	135	12	.....	613	271	177	113	15	.....	558	484
Welland	25	331	28	.....	1,415	1,408	425	268	34	1	1,375	865
Weston	326	432	333	104	586	672	312	268	.....	3	615	327
Windsor	757	2,105	384	.....	4,898	2,583	2,367	1,463	150	1	3,841	2,995
Woodstock	78	192	103	1	325	341	171	113	11	.....	365	256
												M
Manitoba	**2,007**	**5,911**	**2,739**	**74**	**22,053**	**11,294**	**5,761**	**2,025**	**1,691**	**61**	**21,505**	**14,480**
Brandon	199	417	276	1	1,830	637	332	191	56	3	1,740	1,083
Dauphin	33	100	68	.....	894	301	102	48	8	2	888	625
Flin Flon	98	106	56	51	142	179	100	32	29	2	154	149
Portage la Prairie	38	156	59	5	1,014	388	133	67	31	.....	941	675
The Pas	30	85	35	8	101	57	40	34	.....	.....	80	75
Winnipeg	1,609	5,047	2,245	9	18,072	9,732	5,054	1,653	1,567	54	17,702	11,873
Saskatchewan	**1,511**	**4,095**	**2,400**	**20**	**13,223**	**5,617**	**4,112**	**1,848**	**659**	**34**	**12,122**	**5,702**
Estevan	32	139	57	.....	264	121	169	101	5	2	220	179
Moose Jaw	166	513	294	8	1,329	704	420	229	68	.....	1,168	533
North Battleford	68	143	128	.....	904	217	71	51	.....	.....	932	649
Prince Albert	40	269	100	.....	1,532	626	253	154	33	.....	1,508	1,263
Regina	379	1,530	651	.....	2,852	1,479	1,366	687	305	24	2,332	723
Saskatoon	572	1,045	815	4	3,811	1,706	1,455	418	202	5	3,738	1,330
Swift Current	71	136	97	.....	713	167	95	79	10	1	521	234
Teachers' Office (Prov. of Saskatchewan)	36	19	38	.....	2	48	24	7	.....	.....	41	14
Weyburn	51	124	84	7	309	138	73	57	8	.....	280	94
Yorkton	96	177	136	1	1,507	411	186	65	28	2	1,382	683
Alberta	**3,537**	**7,474**	**4,057**	**209**	**18,378**	**12,848**	**7,695**	**3,771**	**997**	**284**	**18,237**	**11,638**
Blairmore	69	49	48	2	427	166	46	46	.....	.....	373	359
Calgary	849	2,704	1,051	2	5,280	4,575	2,893	1,370	498	38	5,023	3,324
Drumheller	15	121	14	13	486	525	108	102	.....	2	772	661
Edmonton	2,072	3,184	2,233	64	8,403	5,528	3,602	1,508	462	242	8,443	4,993
Edson	150	398	146	80	170	602	320	289	.....	.....	245	226
Lethbridge	237	605	367	1	2,257	770	425	326	31	2	2,077	1,258
Medicine Hat	57	190	87	5	724	353	222	72	5	.....	721	383
Red Deer	58	106	45	4	567	307	75	58	1	.....	525	384
Yellowknife	30	117	66	38	64	22	4	.....	.....	.....	58	50

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1953—LIVE APPLICATIONS AT APRIL 30, 1953

Offices	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at April 30 1953
								Placements				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**1,690**	**10,684**	**2,684**	**110**	**56,597**	**26,299**	**11,502**	**6,200**	**1,901**	**85**	**49,046**	**35,692**
Chilliwack	27	305	57	1	1,962	537	350	222	40	5	1,612	1,134
Courtenay	53	195	21	13	1,692	581	186	196	12	2	1,162	809
Cranbrook	11	33	26	2	755	378	46	9	.....	.....	796	563
Dawson Creek	8	233	18	.....	244	277	225	213	.....	.....	244	318
Duncan	53	280	38	2	777	435	314	240	4	1	486	308
Kamloops	20	325	25	.....	923	496	311	307	.....	.....	790	674
Kelowna	34	96	33	.....	1,368	307	80	29	32	1	1,114	529
Mission City	29	168	57	.....	1,350	503	164	136	1	3	1,239	793
Nanaimo	28	322	86	.....	1,591	708	366	220	6	16	1,270	829
Nelson	12	141	22	.....	1,674	411	148	107	9	.....	1,538	1,175
New Westminster	34	498	85	3	6,630	2,759	529	356	56	15	5,846	4,179
Penticton	19	145	10	.....	1,422	303	154	96	39	.....	1,199	581
Port Alberni	7	125	10	.....	486	183	130	105	.....	.....	371	315
Prince George	85	749	78	10	988	1,604	865	714	6	7	1,211	1,736
Prince Rupert	33	362	37	9	1,534	428	363	293	6	.....	1,166	690
Princeton	2	53	2	1	378	75	55	52	.....	.....	276	161
Trail	41	223	29	.....	903	510	214	190	9	.....	865	558
Vancouver	856	4,560	1,326	5	26,653	12,999	5,413	1,799	1,392	25	23,228	17,068
Vernon	18	172	31	3	1,692	464	170	126	13	1	1,415	734
Victoria	290	1,201	328	8	3,224	2,075	1,299	688	276	9	2,829	2,191
Whitehorse	30	498	365	53	351	266	120	102	.....	.....	389	347
Canada	**30,450**	**101,154**	**38,195**	**1,416**	**419,641**	**221,316**	**103,936**	**55,856**	**13,415**	**1,977**	**420,672**	**299,376**
Males	**16,346**	**61,241**	**21,513**	**1,336**	**345,191**	**167,749**	**63,067**	**37 668**	**5,386**	**1,844**	**351,074**	**241,982**
Females	**14,104**	**39,913**	**16,682**	**80**	**74,450**	**53,567**	**40,869**	**18,188**	**8,029**	**133**	**69,598**	**57,394**

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.
Louiseville is not shown in the list of local offices but the figure for "Live Applications" is included in the total.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)
(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (3 months)	514,443	170,150	684,593	114,854	70,037	184,891

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TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 1, 1953 TO MARCH 31, 1953

(Source: U.I.C. 751)

Industry [2]	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	**1**				**70**	**36**			**35**	**20**			**17**	**10**			**293**	**197**	**6**	**23**	**2,193**	**1,123**	**48**	**87**
Forestry	**2**	**1**			**2**	**1**			**307**	**255**	**2**	**1**	**240**	**182**	**6**	**28**	**4,752**	**3,030**	**3**	**463**	**2,313**	**2,121**	**5**	**67**
Fishing and Trapping																	**4**	**2**			**7**	**3**		**1**
Mining, Quarrying and Oil Wells	**23**	**7**		**5**					**484**	**408**		**1**	**107**	**99**			**770**	**310**		**47**	**515**	**286**	**15**	**63**
Metal Mining	22	6		5									9	8			658	231		47	385	208	14	63
Fuels									475	399		1	88	83			5	1			16	7	1	
Non-Metal Mining									9	9							49	57			54	42		
Quarrying, Clay and Sand Pits													2	2			24	17			54	23		
Prospecting	1	1											8	6			34	4			6	6		
Manufacturing	**132**	**46**	**5**	**1**	**164**	**104**	**2**	**1**	**2,300**	**1,770**	**213**	**13**	**1,645**	**1,464**	**45**	**4**	**27,845**	**17,404**	**270**	**190**	**33,611**	**22,937**	**1,552**	**859**
Foods and Beverages	17	13			137	86	1		367	152	26	1	187	162	15		1,836	1,105	13	3	2,970	1,977	144	3
Tobacco and Tobacco Products																	326	300			27	15	5	
Rubber Products																	326	233	22		404	258	44	3
Leather Products									39	38			57	49			1,711	1,090	3	1	815	573	8	4
Textile Products (except clothing)	100	26			1	1			10	9			607	586	11		2,277	1,571	19	40	1,589	1,230	109	9
Clothing (textile and fur)	4	2							82	76	2		44	26	1		7,705	4,494	9	8	2,737	1,558	46	32
Wood Products					12	10			82	49	7	3	268	222	3	1	1,655	1,223	40	5	1,660	1,120	132	29
Paper Products	3		3						8	6			118	112	3		907	520	1	3	860	548	98	17
Printing, Publishing and Allied Industries	1			1	3	2			60	32	5	1	18	11	1		909	546	23	3	1,230	789	52	4
Iron and Steel Products	3	3			6	4			430	343	84	5	72	56	2	1	2,971	2,111	29	24	5,586	3,828	284	99
Transportation Equipment	3	1	2		4	1		1	1,139	1,018	74	2	130	104	2	2	2,442	1,617	13	96	8,425	6,166	201	585
Non-Ferrous Metal Products													96	87	7		916	484	9	1	1,333	873	115	15
Electrical Apparatus and Supplies					1		1		16	12	6	1					1,007	552	4	3	2,093	1,359	80	18
Non-Metallic Mineral Products	1	1							27	19	5		10	13			341	234	12		929	658	63	5
Products of Petroleum and Coal									3	1	2						149	33			110	60		2
Chemical Products									25	11	2		5	5			1,418	734	20	2	1,432	928	104	24
Miscellaneous Manufacturing Industries									12	4			33	31			949	557	53	1	1,411	997	67	10

Construction	**265**	**194**	**6**	**8**	**49**	**47**	**2**	**39**	**1,036**	**661**	**89**	**150**	**2,125**	**887**	**59**	**75**	**7,563**	**5,963**	**303**	**344**	**8,912**	**6,557**	**535**	**545**
General Contractors	242	175	5	8	39	39	.....	32	793	529	37	144	1,977	774	52	74	5,099	3,934	234	267	6,482	4,795	343	469
Special Trade Contractors	23	19	1	.....	10	8	2	7	243	132	52	6	148	113	7	1	2,464	2,029	69	77	2,430	1,762	192	76
Transportation, Storage and Communication	**34**	**1**	**2**	.....	**14**	**8**	**3**	**2**	**839**	**185**	**527**	**5**	**1,007**	**512**	**383**	**2**	**3,349**	**1,753**	**607**	**8**	**3,866**	**2,245**	**603**	**43**
Transportation	32	1	.....	.....	10	6	1	2	784	155	506	5	945	474	373	2	2,710	1,500	588	8	2,767	1,636	435	36
Storage	.....	.....	.....	.....	.....	.....	.....	.....	18	3	15	.....	43	28	9	.....	229	141	3	.....	787	483	75	5
Communication	2	.....	2	.....	4	2	2	.....	37	27	6	.....	19	10	1	.....	410	112	16	.....	312	126	93	2
Public Utility Operation	**5**	**2**	**3**	.....	.....	.....	.....	.....	**58**	**11**	**42**	.....	**3**	**2**	.....	.....	**712**	**186**	**8**	**6**	**420**	**248**	**11**	**6**
Trade	**97**	**63**	**4**	.....	**217**	**131**	**69**	.....	**1,553**	**793**	**252**	**2**	**1,147**	**773**	**124**	**4**	**8,194**	**4,527**	**473**	**41**	**14,503**	**7,883**	**1,950**	**57**
Wholesale	43	25	4	.....	66	53	11	.....	434	191	127	.....	358	240	51	.....	2,543	1,280	84	3	4,424	2,419	832	33
Retail	54	38	.....	.....	151	78	58	.....	1,119	602	125	2	789	533	73	4	5,651	3,247	389	38	10,079	5,464	1,118	24
Finance, Insurance and Real Estate	**22**	**5**	.....	.....	**19**	**12**	.....	.....	**174**	**88**	**13**	.....	**158**	**78**	**15**	.....	**1,105**	**638**	**18**	**2**	**2,415**	**1,170**	**54**	**15**
Service	**159**	**70**	**13**	.....	**422**	**210**	**99**	**4**	**2,896**	**1,125**	**961**	**6**	**1,826**	**885**	**474**	**8**	**20,855**	**10,288**	**5,410**	**169**	**24,928**	**11,633**	**5,649**	**75**
Community or Public Service	15	9	1	.....	53	35	12	.....	311	134	65	1	181	117	18	.....	1,057	620	33	1	2,614	1,462	259	17
Government Service	95	38	1	.....	57	49	.....	4	704	379	111	3	319	300	19	7	2,556	1,864	160	12	3,505	2,540	149	10
Recreation Service	7	5	.....	.....	7	5	2	.....	68	43	14	.....	56	26	24	.....	305	134	36	1	683	355	97	9
Business Service	.....	.....	.....	.....	5	5	.....	.....	97	42	32	.....	127	118	5	.....	2,400	1,788	171	3	1,502	785	95	6
Personal Service	42	18	11	.....	300	116	85	.....	1,716	527	739	2	1,143	324	408	1	14,537	5,882	5,010	152	16,624	6,491	5,049	33
Totals	**740**	**389**	**33**	**14**	**957**	**549**	**175**	**46**	**9,682**	**5,316**	**2,099**	**178**	**8,275**	**4,892**	**1,106**	**121**	**75,442**	**44,298**	**7,098**	**1,293**	**93,683**	**56,206**	**10,422**	**1,818**
Men	484	258	30	14	309	215	32	43	6,563	3,893	1,371	168	5,906	3,601	733	116	44,932	29,291	2,041	1,106	56,630	36,722	5,791	1,699
Women	256	131	3	.....	648	334	143	3	3,119	1,423	728	10	2,369	1,291	373	5	30,510	15,007	5,057	187	37,053	19,484	4,631	119

(1) Current and deferred vacancies reported during the period.
(2) Commencing January 2, 1953, the Standard Industrial Classification of the Dominion Bureau of Statistics replaced the Industrial Classification of the Department of Labour.

TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 1, 1953 TO MARCH 31, 1953—Conc.

(Source: U.I.C. 751)

Industry [2]	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	**423**	**240**	**2**	**7**	**1,121**	**467**	**7**	**27**	**1,056**	**690**	**12**	**30**	**324**	**256**	**23**	**3**	**5,532**	**3,039**	**98**	**177**
Forestry	**533**	**459**	.....	**3**	**37**	**32**	.....	.....	**1,080**	**758**	.....	**293**	**1,807**	**1,616**	**2**	**5**	**11,073**	**8,455**	**18**	**860**
Fishing and Trapping	**3**	**3**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	**5**	**4**	**1**	.....	**19**	**12**	**1**	**1**
Mining, Quarrying and Oil Wells	**102**	**61**	.....	**27**	**56**	**40**	**4**	**3**	**1,451**	**490**	**6**	**182**	**851**	**293**	**3**	**25**	**4,359**	**1,994**	**28**	**353**
Metal Mining	86	54	.....	25	5	5	.....	1	433	68	.....	126	732	248	3	20	2,330	828	17	287
Fuels	6	.....	.....	1	32	25	4	.....	566	279	5	13	20	20	.....	5	1,208	814	10	20
Non-Metal Mining	.....	.....	.....	.....	8	6	.....	2	8	3	1	33	82	19	.....	.....	210	136	1	35
Quarrying, Clay and Sand Pits	.....	.....	.....	.....	5	.....	.....	.....	14	1	.....	.....	4	2	.....	.....	103	45	.....	.....
Prospecting	10	7	.....	1	6	4	.....	.....	430	139	.....	10	13	4	.....	.....	508	171	.....	11
Manufacturing	**3,360**	**1,647**	**302**	**5**	**778**	**412**	**96**	**4**	**2,417**	**1,398**	**152**	**72**	**5,053**	**3,970**	**278**	**31**	**77,305**	**51,152**	**2,915**	**1,180**
Foods and Beverages	501	255	75	.....	187	111	17	2	398	210	56	1	470	327	61	3	7,070	4,398	408	13
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	353	315	5	.....
Rubber Products	9	3	0	.....	.....	.....	.....	.....	1	.....	.....	.....	4	1	.....	.....	744	495	66	3
Leather Products	73	35	6	.....	19	2	9	.....	21	12	.....	.....	65	48	1	.....	2,800	1,847	27	5
Textile Products (except clothing)	122	68	8	.....	11	9	.....	.....	22	15	1	.....	54	41	2	.....	4,793	3,556	150	49
Clothing (textile and fur)	1,125	507	42	.....	31	15	1	.....	137	106	.....	.....	219	143	2	.....	12,084	6,927	103	40
Wood Products	327	127	112	1	70	52	2	.....	550	418	17	54	2,505	2,249	82	15	7,129	5,470	395	108
Paper Products	76	43	15	.....	4	3	.....	.....	26	7	.....	.....	242	190	8	1	2,244	1,429	128	21
Printing, Publishing and Allied Industries	177	86	31	.....	58	42	4	.....	149	89	10	4	196	87	44	1	2,801	1,684	170	14
Iron and Steel Products	266	173	3	1	111	36	42	.....	234	128	19	4	322	226	12	4	10,001	6,908	475	138
Transportation Equipment	241	149	2	2	155	83	2	2	422	207	3	3	373	276	18	6	13,334	9,622	317	699
Non-Ferrous Metal Products	51	31	2	.....	6	4	.....	.....	11	8	.....	.....	208	183	8	.....	2,621	1,670	141	16
Electrical Apparatus and Supplies	148	49	2	.....	3	2	.....	.....	12	5	2	.....	104	38	1	.....	3,384	2,017	96	22
Non-Metallic Mineral Products	29	13	.....	.....	52	24	1	.....	157	109	12	.....	30	16	4	.....	1,576	1,087	97	5
Products of Petroleum and Coal	34	17	.....	1	52	21	14	.....	109	25	3	6	92	21	22	.....	549	178	41	9
Chemical Products	79	33	1	.....	10	2	4	.....	119	45	29	.....	120	88	8	.....	3,208	1,846	168	26
Miscellaneous Manufacturing Industries	102	58	3	.....	9	6	.....	.....	49	14	.....	.....	49	36	5	1	2,614	1,703	128	12
Construction	**824**	**492**	**19**	**74**	**706**	**470**	**64**	**19**	**2,405**	**1,391**	**164**	**40**	**3,139**	**2,402**	**146**	**55**	**27,024**	**19,064**	**1,387**	**1,349**
General Contractors	633	368	14	70	497	333	44	7	1,639	1,007	99	22	2,740	2,128	84	36	20,141	14,082	912	1,129
Special Trade Contractors	191	124	5	4	209	137	20	12	766	384	65	18	399	274	62	19	6,883	4,982	475	220
Transportation, Storage and Communication	**728**	**281**	**97**	**8**	**692**	**331**	**84**	**1**	**943**	**429**	**94**	**10**	**1,159**	**697**	**193**	**2**	**12,631**	**6,442**	**2,593**	**81**
Transportation	610	223	78	7	496	239	68	.....	730	337	50	9	1,007	604	175	2	10,091	5,175	2,274	71
Storage	81	37	19	1	43	25	10	.....	141	49	43	.....	69	43	13	.....	1,411	809	187	6
Communication	37	21	.....	.....	153	67	6	1	72	43	1	1	83	50	5	.....	1,129	458	132	4
Public Utility Operation	**64**	**43**	**1**	.....	**61**	**31**	**12**	.....	**123**	**52**	.....	**4**	**40**	**27**	**1**	**1**	**1,486**	**602**	**78**	**17**

Trade	**3,588**	**1,169**	**1,390**	**5**	**2,393**	**1,157**	**570**	**10**	**3,583**	**1,870**	**795**	**54**	**4,502**	**2,005**	**1,569**	**12**	**39,777**	**20,311**	**7,196**	**185**
Wholesale	1,633	480	735	2	821	393	260	2	1,449	714	350	4	1,261	666	312	3	13,032	6,461	2,766	47
Retail	1,955	629	655	3	1,572	764	310	8	2,134	1,156	445	50	3,241	1,339	1,257	9	26,745	13,850	4,430	138
Finance, Insurance, and Real Estate	**455**	**215**	**15**	.....	**248**	**145**	**5**	**1**	**699**	**338**	**15**	.....	**594**	**359**	**7**	.....	**5,889**	**3,048**	**142**	**18**
Service	**5,770**	**1,303**	**2,954**	**23**	**3,088**	**1,194**	**716**	**8**	**6,373**	**2,426**	**1,505**	**38**	**6,687**	**3,678**	**1,151**	**29**	**73,004**	**32,812**	**18,932**	**351**
Community or Public Service	742	268	174	2	330	169	29	1	850	398	72	.....	585	404	62	.....	6,738	3,616	725	22
Government Service	433	239	29	3	472	216	21	1	882	449	13	21	1,307	1,062	20	11	10,330	7,136	523	72
Recreation Service	112	47	15	.....	130	30	79	.....	140	43	61	.....	138	64	16	5	1,646	752	344	15
Business Service	251	117	18	5	109	62	7	1	425	218	9	6	402	261	16	.....	5,318	3,396	353	21
Personal Service	4,232	632	2,718	13	2,047	717	580	5	4,076	1,318	1,350	11	4,255	1,887	1,037	4	48,972	17,912	16,987	221
Totals	**15,819**	**5,853**	**4,780**	**152**	**9,180**	**4,279**	**1,558**	**73**	**20,130**	**2,842**	**2,743**	**723**	**24,161**	**15,307**	**3,374**	**154**	**258,099**	**146,931**	**33,388**	**4,572**
Men	7,055	3,309	1,103	150	5,089	2,475	892	65	11,891	6,018	1,234	707	14,450	10,392	1,235	150	153,309	96,174	14,462	4,218
Women	8,794	2,544	3,677	2	4,091	1,804	666	8	8,239	3,824	1,509	16	9,711	4,915	2,139	4	104,790	50,757	18,926	354

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of March, 1953		
		Number Commencing Benefit	Number of Days Benefit	Amount of Benefit Paid
				$
Newfoundland	5,341	3,217	228,315	766,687
Prince Edward Island	1,113	399	48,224	140,941
Nova Scotia	10,968	5,153	321,635	1,006,666
New Brunswick	10,578	5,140	303,956	952,518
Quebec	84,756	45,516	2,536,298	7,950,735
Ontario	53,293	29,202	1,609,564	5,004,237
Manitoba	9,320	4,409	323,943	971,330
Saskatchewan	5,513	2,361	190,843	591,433
Alberta	8,968	5,799	287,166	942,895
British Columbia	21,592	13,487	763,761	2,469,383
Total, Canada, March, 1953	211,442	114,683	6,613,705	20,796,825
Total, Canada, February, 1953	249,889	121,507	5,918,651	18,505,590
Total, Canada, March, 1952	216,251	90,354	5,537,221	14,932,190

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MARCH 31, 1953*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	12,916	1,631	469	1,172	2,641	3,742	3,261
Male	12,531	1,575	455	1,128	2,570	3,655	3,148
Female	385	56	14	44	71	87	113
Prince Edward Island	2,711	199	130	224	414	721	1,023
Male	2,370	178	113	181	363	636	899
Female	341	21	17	43	51	85	124
Nova Scotia	20,800	3,751	1,406	2,330	3,731	3,830	5,752
Male	18,615	3,475	1,279	2,098	3,295	3,427	5,041
Female	2,185	276	127	232	436	403	711
New Brunswick	22,974	3,782	1,972	2,863	4,213	3,757	6,387
Male	20,504	3,472	1,803	2,628	3,813	3,272	5,516
Female	2,470	310	169	235	400	485	871
Quebec	145,527	27,439	13,643	22,391	30,279	22,071	29,704
Male	127,630	24,449	12,163	20,153	27,216	19,258	24,391
Female	17,897	2,990	1,480	2,238	3,063	2,813	5,313
Ontario	87,558	16,452	7,313	11,318	16,069	14,102	22,304
Male	70,209	12,847	6,020	9,269	12,981	11,322	17,770
Female	17,349	3,605	1,293	2,049	3,088	2,780	4,534
Manitoba	17,919	2,251	871	1,500	3,106	3,497	6,694
Male	13,658	1,598	630	1,138	2,136	2,651	5,505
Female	4,261	653	241	362	970	846	1,189
Saskatchewan	9,394	832	442	854	1,693	2,179	3,394
Male	8,097	676	370	725	1,446	1,857	3,023
Female	1,297	156	72	129	247	322	371
Alberta	18,407	3,564	1,609	2,891	3,426	2,973	3,944
Male	16,407	3,269	1,446	2,658	3,014	2,582	3,438
Female	2,000	295	163	233	412	391	506
British Columbia	40,675	6,355	2,666	4,321	6,527	6,677	14,129
Male	32,770	5,238	2,112	3,387	5,091	5,377	11,565
Female	7,905	1,117	554	934	1,436	1,300	2,564
TOTAL	378,881	66,256	30,521	49,864	72,099	63,549	96,592
MALE	322,791	56,777	26,391	43,365	61,925	54,037	80,296
FEMALE	56,090	9,479	4,130	6,499	10,174	9,512	16,296

*Regular and supplementary benefit.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,772	4,292	480	5,468	2,509	2,959	2,015
Prince Edward Island	923	827	96	968	402	566	196
Nova Scotia	9,441	6,824	2,617	9,339	5,965	3,374	2,561
New Brunswick	10,271	8,088	2,183	10,255	5,869	4,386	3,069
Quebec	72,354	55,019	17,335	68,763	44,575	24,188	24,217
Ontario	45,013	32,180	12,833	44,655	30,062	14,593	9,308
Manitoba	6,838	5,337	1,501	7,030	3,767	3,263	1,006
Saskatchewan	3,457	2,838	619	3,740	1,649	2,091	560
Alberta	8,965	7,192	1,773	8,302	5,308	2,994	2,416
British Columbia	17,680	11,737	5,943	17,979	10,408	7,571	4,051
Total Canada, March, 1953	179,714*	134,334	45,380	176,499*	110,514	65,985	49,399
Total Canada, Feb., 1953	171,658	127,897	43,761	181,580	117,671	63,909	46,184
Total Canada, March, 1952	154,356	119,036	35,320	150,976	100,702	50,274	41,036

* In addition, revised claims received numbered 23,466. In addition, 23,746 revised claims were disposed of. Of these, 2,020 were special requests not granted, and 1,340 were appeals by claimants. There were 2,777 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of March 1953	Month of February, 1953	Month of March, 1952
Claims Disallowed—			
Regular	51,773	49,752	40,170
Supplementary	10,654	12,857	9,817
Claimants Disqualified*—			
Not unemployed	.....	.....	3,484
Disqualification—total	6,734	6,731	.....
6 days or less	4,345	4,452	.....
7 days or more	2,389	2,279	.....
Not capable of and not available for work	2,224	2,209	1,809
Loss of work due to a labour dispute	149	161	101
Refused offer of work and neglected opportunity to work	1,455	1,325	1,308
Discharged for misconduct	1,007	968	921
Voluntarily left employment without just cause	7,108	6,863	6,306
Failure to fulfil additional conditions imposed upon certain married women	999	1,192	958
Other reasons†	3,218	2,879	1,821
Total	85,321	84,937	66,695

* Claimants disqualified, March, 1953, include 6,696 on revised and 1,986 on supplementary.
†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—February	3,110,000	2,791,500	318,500†
March	3,096,000	2,779,600	316,400†
April	3,090,240	2,851,570	238,670
May	3,062,000	2,843,900	218,100
June	3,068,000	2,924,500	143,500
July	3,097,000	2,974,300	122,700
August	3,132,000	3,019,400	112,600
September	3,151,000	3,049,000	102,000
October	3,171,000	3,078,400	92,600
November	3,186,000	3,074,500	111,500
December	3,241,000	3,079,100	161,900
1953—January	3,286,000	3,007,400	278,600
February	3,283,000	2,928,300	354,700†

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81		269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
April	12,671,440 30	2,535,285 65	3,119 00	1,700,036 07	16,909,881 02	13,699,136 68	768,835 65	14,467,972 33	780,641,260 12
May	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,351,221 12	787,420,554 60
June	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	6,721,861 74	797,731,417 37
July	12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,363,471 09	6,288,648 31	839 30cr.	6,287,809 01	807,807,079 45
Aug	12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232,755 55	385 50cr.	6,232,370 05	818,608,928 67
Sept	12,688,942 12	2,536,678 64	2,281 80	1,839 166 36	17,067,068 92	5,703,681 21	114 70cr.	5,703,566 51	829,972,431 08
Oct	13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	18,299,448 49	5,700,984 92	16 10	5,701,001 02	842,570,878 55
Nov	13,980,533 54	2,796,355 55	2,947 50	1,945,303 58	18,725,140 17	6,428,185 50	1,041 60cr.	6,427,143 90	854,868,874 82
Dec	13,522,009 15	2,703,029 66	2,053 70	2,038,098 99	18,265,191 50	10,918,642 07	823 10cr.	10,917,818 97	862,216,247 35
Jan	12,453,781 44	2,492,788 10	1,268 36	2,045,202 17	16,993 040 07	17,496,031 37	932,318 74	18,428,350 11	860,780,937 31
Feb	13,435,589 58	2,687,719 99	1,722 00	1,843,130 97	17,968,162 54	18,499,458 87	2,090,371 96	20,589,830 83	858,159,269 02
Mar	*12,520,227 88	2,501,322 28	2,268 85	2,394,369 65	17,418,188 66	20,788,879 60	3,203 413 42	23,992,293 02	851,585,164 66
SUB-TOTAL	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TOTAL	1,082,603,034 24	†218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66

*Stamps $5,537,455.47 Meter $1,516,185.87 Bulk $5,343,779.26 Arm. Ser. $63,585.38 Sp. Force $6,530.24 Reg. Force $52,691.66 Total $12,520,227.88

†Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date $1,827,834.25.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	2,576	1,845	731	1,331	42,812	93,910
Prince Edward Island	526	470	56	437	14,101	26,725
Nova Scotia	2,848	2,342	506	2,179	82,149	165,218
New Brunswick	4,041	3,105	936	2,796	96,120	192,323
Quebec	12,293	14,227	5,066	15,192	569,347	1,190,364
Ontario	10,859	8,163	2,696	8,695	343,134	737,687
Manitoba	2,653	2,113	540	2,058	84,508	178,921
Saskatchewan	1,650	1,303	347	1,257	43,391	93,750
Alberta	2,185	1,517	668	1,534	50,217	113,487
British Columbia	5,123	4,126	997	4,013	184,366	411,236
Total March, 1953	51,754*	39,211	12,543	39,492†	1,510,145	3,203,621
March, 1952	39,377*	29,117	11,090	27,969‡	980,163	1,959,391

* There were in addition, 1,750 renewal claims in March, 1953, and 1,161 in March, 1952.
†Includes, 458 renewal claims.
‡ Includes 827 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914		79·7	92·2	72·1	75·1	88·3	69·6		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1933		91·4	84·9	98·6	102·5	93·3	98·2		
1939		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·6
1945	**18·6**	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	**22·6**	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	**34·4**	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	**53·8**	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	**59·8**	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1950									
January	**59·7**	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	**60·3**	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	**62·4**	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	**62·7**	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	**62·7**	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	**64·1**	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	**66·2**	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	**67·2**	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	**68·5**	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	**69·3**	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	**69·3**	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	**69·7**	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	**71·1**	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	**73·8**	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	**78·3**	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	**80·4**	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	**80·6**	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3
June	**82·6**	184·1	239·8	139·8	146·2	202·5	197·1	144·0	214·0
July	**86·1**	187·6	249·7	139·8	147·2	202·9	196·4	142·2	219·6
August	**87·4**	188·9	251·4	139·8	148·2	204·6	199·0	143·7	221·1
September	**88·3**	189·8	251·1	142·7	149·5	206·9	199·1	144·0	221·6
October	**88·9**	190·4	249·7	142·7	150·2	213·8	200·1	144·3	222·4
November	**89·7**	191·2	250·2	144·8	150·8	214·6	199·9	144·9	233·0
December	**89·6**	191·1	249·3	144·8	150·8	215·5	200·6	144·9	222·7
1952									
January	**90·0**	191·5	250·0	144·8	151·2	215·3	201·1	145·7	223·1
February	**89·3**	190·8	248·1	144·8	151·3	213·0	200·1	146·5	221·6
March	**87·6**	189·1	241·7	146·3	152·5	211·2	200·8	146·9	218·3
April	**87·2**	188·7	240·2	146·3	152·5	210·4	200·5	147·9	217·5
May	**85·2**	186·7	235·3	146·3	150·6	210·1	198·2	147·4	214·0
June	**85·8**	187·3	237·0	147·9	149·8	209·3	197·2	147·4	214·5
July	**86·5**	188·0	239·5	147·9	149·8	209·1	196·7	147·4	215·7
August	**86·1**	187·6	238·0	147·9	150·1	208·6	196·0	147·8	214·8
September	**85·0**	186·5	234·2	148·9	150·3	207·7	195·8	147·8	212·7
October	**83·5**	185·0	229·3	148·9	150·9	206·7	195·9	148·5	210·1
November	**83·3**	184·8	229·0	148·9	151·1	205·5	195·5	148·8	209·7
December	**82·7**	184·2	226·1	149·9	152·7	205·4	195·3	148·8	208·4
1953									
January	**82·9**	184·4	226·2	150·2	153·9	205·3	196·0	148·9	208·6
February	**83·4**	184·9	227·4	150·5	154·3	205·2	191·1	149·0	209·2
March	**82·7**	184·2	225·7	150·7	154·4	205·5	196·3	147·9	208 0
April	**82·4**	183·9	223·5	150·9	155·5	205·5	196·8	148·7	207·0
May	**82·1**	183·6	222·8	151·0	153·2	206·3	196·2	149·0	206·5

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO APRIL 1953

(1949 = 100·0)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	115·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·0
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF APRIL 1953

(Aug. 1939 = 100·0)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings Services	Miscellaneous
	April 1, 1952	March 2, 1953	April 1, 1953						
St. John's, Nfld. (1)	103·8	101·3	101·5	99·4	107·1	106·8	101·6	101·3	99·6
Halifax	177·8	173·6	173·3	215·9	128·4	155·3	221·6	187·4	139·5
St. John	186·8	180·4	180·5	218·9	128·2	151·9	228·4	189·8	151·7
Montreal	193·8	189·8	188·2	237·0	152·3	147·8	193·2	203·7	144·3
Toronto	184·8	181·2	181·0	211·7	159·9	180·7	205·2	189·8	147·9
Winnipeg	181·9	176·6	176·9	226·6	137·0	134·0	202·4	198·2	140·7
Saskatoon	183·7	182·4	182·5	235·5	134·4	160·4	216·1	203·2	133·8
Edmonton	180·0	176·3	176·4	229·9	128·2	121·3	212·1	191·3	143·5
Vancouver	192·3	187·1	187·2	232·4	138·2	177·7	216·2	195·4	153·5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

*Commodities	Per	Dec. 1941	Dec. 1945	April 1950	April 1951	April 1952	March 1953	April 1953	Price April 1953
Beef, sirloin steak	lb.	120·7	154·8	273·9	355·0	341·4	297·1	292·8	81·0
Beef, round steak	lb.	125·7	167·9	304·9	393·7	383·2	329·8	323·8	76·0
Beef, blade	lb.	132·7	162·3	328·6	444·4	434·5	356·4	350·1	55·8
Beef, stewing, boneless	lb.	136·7	168·3	367·0	509·3	509·3	416·3	409·6	55·4
Lamb, leg roast	lb.	109·9	152·8	273·1	315·1	326·3	284·8	283·0	81·0
Pork, fresh loin, centre-cut	lb.	125·3	143·8	221·0	253·5	221·0	245·7	243·0	65·1
Pork, fresh shoulder, hock-off	lb.	127·0	143·4	242·1	306·9	259·5	264·3	262·2	49·3
Bacon, side, fancy, sliced, rind-off	½lb.	132·3	142·5	221·9	217·1	190·4	189·2	193·6	35·5
Lard, pure, package	lb.	151·3	159·6	189·2	289·9	170·6	162·8	168·3	18·3
Shortening, package	lb.	134·7	137·5	215·3	272·1	227·9	200·7	200·7	28·6
Eggs, Grade "A", large, carton	doz.	156·4	181·3	163·7	206·4	162·5	195·8	210·8	65·9
Milk	qt.	111·0	95·4	166·1	177·1	191·7	191·7	191·7	21·1
Butter, creamery, prints	lb.	140·5	148·0	235·2	285·5	262·0	252·0	246·5	67·3
Cheese, plain, mild, ½ lb	pkg.	174·6	165·4	222·2	242·4	262·5	263·3	263·3	34·9
Bread, plain, white, wrapped, sliced	lb.	106·5	106·3	165·1	183·9	191·8	191·8	191·8	12·5
Flour, all-purpose	lb.	127·3	124·2	221·2	224·2	230·2	224·3	224·3	7·6
Corn Flakes, 8 oz.	pkg.	101·1	100·0	163·0	179·3	193·2	195·4	195·4	18·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	176·4	213·0	293·0	257·9	254·1	26·8
Peas, 20 oz.	tin	117·5	121·7	145·7	154·0	168·8	174·4	174·4	21·9
Corn, Cream, choice, 20 oz.	tin	128·3	132·7	172·8	176·6	192·9	184·5	182·6	19·7
Onions, cooking	lb.	108·2	126·5	173·4	126·5	281·4	207·3	215·0	11·1
Potatoes, No. I, table	10 lbs.	89·9	149·4	153·6	132·0	322·3	203·7	185·2	42·2
Prunes, pkg.	lb.	115·8	120·2	201·7	244·2	242·5	236·4	238·9	28·1
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	130·5	156·0	173·9	166·5	166·5	24·8
Oranges, California	doz.	132·5	154·3	161·9	165·2	146·7	124·8	121·6	33·3
Jam, Strawberry, 16 oz.	jar	111·3	115·1	146·7	165·5	167·2	154·7	153·5	25·8
Peaches, 15 oz.	tin	101·5	106·1	140·6	151·4	154·7	147·3	147·3	21·8
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	164·8	191·7	196·4	172·6	171·0	10·7
Coffee, medium quality, in bag	lb.	141·6	131·7	263·1	309·5	314·7	308·0	309·4	105·9
Tea, black, ½ lb	pkg.	145·2	131·6	177·2	184·4	187·2	176·9	176·2	51·4

* Descriptions and Units of Sale Apply to April 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	103·8	.....	68·8 [a]	52·0 [a]	63·0	79·4	72·4	34·3 [e]	58·2
P.E.I.—									
2—Charlottetown	83·8	75·8	60·5 [a]	54·6 [a]	51·0	66·2	55·5	31·2	45·6
Nova Scotia—									
3—Halifax	88·3	78·2	53·8 [a]	54·5	54·2	63·5	49·1 [c]	37·1	53·9
4—Sydney	84·0	75·2	59·2 [a]	58·6	54·8	69·1	54·9	36·0	49·6
New Brunswick									
5—Moncton	83·7	75·6	55·6	50·4	46·6	69·0	51·1	36·5	49·1
6—Saint John	83·7	76·5	59·2 [a]	57·1	51·7	67·7	51·2	38·2	47·7
Quebec—									
7—Chicoutimi	97·0	94·0	63·8	51·6	51·3	59·8	52·0	35·7	47·8
8—Hull	74·0	74·6	52·6	53·0	46·0	62·0	48·0	32·5	49·8
9—Montreal	92·2	87·0	54·3 [a]	55·1	46·0	64·1	49·4	33·8	55·3
10—Quebec	91·1	87·7	47·1 [a]	47·3	49·4	55·4	44·8	31·0	50·5
11—Sherbrooke	84·3	82·0	58·2 [a]	57·0	42·7	58·4	48·9	32·8	44·0
12—Sorel	89·0	82·8	57·6 [a]	50·8	50·0	60·6	47·6	33·1	55·0
13—Three Rivers	94·1	83·2	47·9	47·1	43·1	58·5	46·7	34·7	57·4
Ontario—									
14—Brantford	73·0	71·1	56·4	53·9	45·6	65·4	44·0	36·3	47·8
15—Cornwall	72·3	72·6	49·7	53·6	40·9	62·0	48·0	35·6	51·6
16—Fort William	78·8	77·0	59·8 [a]	59·5	53·4	65·2	.....	35·2	58·0
17—Hamilton	78·8	74·3	55·1	55·4	46·1	67·5	43·4 [d]	36·9	50·8
18—Kirkland Lake	74·8	72·7	55·7 [a]	51·3	47·8	64·8	53·2	37·5	55·3
19—London	75·5	73·4	52·5	53·8	46·1	66·5	42·5	35·4	53·3
20—North Bay	70·2	70·8	53·2 [a]	49·0	45·7	65·9	43·3	36·3	50·7
21—Oshawa	72·4	73·2	51·8	53·7	46·6	64·0	40·2 [d]	35·2	47·5
22—Ottawa	78·1	72·7	55·2	55·8	41·4	67·9	48·2	35·6	49·4
23—Sault Ste. Marie	77·4	78·1	56·4 [a]	60·4	51·9	67·8	53·3	35·5	53·0
24—Sudbury	73·6	72·7	54·2 [a]	52·6	45·1	63·2	53·0 [d]	32·0	49·0
25—Toronto	82·2	78·0	55·6	55·2	46·0	64·4	40·3	35·4	48·0
26—Windsor	74·4	70·6	52·1 [a]	57·0	46·6	64·6	47·5 [d]	35·8	55·1
Manitoba—									
27—Winnipeg	79·4	72·9	54·2	53·2	47·9	65·4	52·4 [d]	37·5	48·9
Saskatchewan—									
28—Regina	77·7	71·7	56·3 [a]	57·5	47·2	63·0	49·8	36·7	52·3
29—Saskatoon	77·4	74·6	53·2 [a]	59·6	47·7	61·2	51·3 [d]	37·8	49·5
Alberta—									
30—Calgary	80·0	74·3	64·8	58·9	44·2	63·3	53·2 [d]	36·0	52·3
31—Edmonton	73·2	69·8	52·2 [a]	55·5	47·0	58·6	45·3	36·9	45·3
British Columbia—									
32—Prince Rupert	89·0	84·5	60·0 [a]	66·5	56·0	73·5	60·0	39·7	65·0
33—Trail	91·5	86·0	68·4 [a]	68·2	.....	73·2	63·7	41·9	62·3
34—Vancouver	90·0	81·1	63·1	61·1	54·7	73·4	58·6 [d]	38·2	54·1
35—Victoria	94·0	86·6	64·6	65·2	59·9	71·4	54·2	38·2	56·2

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Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain, white wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·5	12·0	20·9	11·7	61·2	f 85·6	h 32·0	80·3
P.E.I.—									
2—Charlottetown	.....	8·4	13·6	19·1	11·1	52·2	g 67·0	17·0	70·4
Nova Scotia—									
3—Halifax	72·8	8·2	12·8	18·4	9·6	49·7	g 71·1	20·5	72·4
4—Sydney	71·7	8·4	14·0	19·3	10·8	49·7	g 73·9	22·0	74·1
New Brunswick—									
5—Moncton	.....	8·2	12·0	18·4	10·4	49·4	g 72·5	20·0	70·4
6—Saint John	74·6	8·1	12·7	18·7	10·0	49·9	g 75·1	21·0	71·5
Quebec—									
7—Chicoutimi	100·0	8·1	15·2	19·3	10·7	55·8	g 69·5	20·0	64·9
8—Hull	.....	7·4	12·0	17·2	10·3	47·0	66·4	22·0	65·6
9—Montreal	81·3	7·5	12·0	17·4	9·5	48·4	67·8	20·0	65·2
10—Quebec	87·1	7·4	12·0	18·1	9·7	50·7	68·4	20·0	67·1
11—Sherbrooke	78·6	7·7	12·4	17·5	9·5	48·3	g 67·9	20·0	65·1
12—Sorel	88·5	7·4	12·0	17·7	9·8	46·6	g 65·0	19·0	65·2
13—Three Rivers	.....	7·4	11·3	17·4	10·4	49·6	g 68·2	19·0	65·8
Ontario—									
14—Brantford	81·8	7·7	12·0	17·4	9·9	45·2	g 65·2	21·0	66·2
15—Cornwall	.....	7·3	12·0	18·0	10·2	47·6	g 64·4	19·0	66·1
16—Fort William	.....	7·2	13·3	18·8	11·3	53·8	g 63·2	23·0	66·3
17—Hamilton	88·5	7·9	12·0	17·5	10·2	46·5	g 66·5	22·0	67·0
18—Kirkland Lake	85·5	8·0	11·3	18·9	11·2	51·0	72·0	25·0	69·4
19—London	88·4	7·5	12·0	17·4	10·2	45·2	g 61·2	21·0	67·2
20—North Bay	76·3	7·8	12·7	19·5	11·3	50·0	g 68·3	22·0	67·8
21—Oshawa	.....	7·6	12·0	17·1	9·7	46·0	g 64·5	21·0	65·5
22—Ottawa	79·2	7·6	12·0	17·6	10·3	48· 9	69·0	21·8	67·6
23—Sault Ste. Marie	.....	7·8	13·3	18·9	11·0	48·8	70·8	23·0	68·7
24—Sudbury	79·3	8·1	12·7	18·3	10·9	48·1	68·3	23·0	68·1
25—Toronto	83·9	7·6	12·0	17·3	9·8	45·1	g 63·0	22·0	66·6
26—Windsor	81·6	7·7	12·0	17·9	10·5	47·6	g 65·9	22·0	67·0
Manitoba—									
27—Winnipeg	81·2	7·1	14·0	17·8	12·5	t 66·9	g 61·1	20·0	65·2
Saskatchewan—									
28—Regina	75·0	7·2	12·8	18·8	13·0	t 65·1	55·4	20·0	62·6
29—Saskatoon	.....	7·1	12·8	17·6	14·0	t 61·5	g 54·9	20·0	64·2
Alberta—									
30—Calgary	83·4	7·2	12·8	18·2	12·1	t 59·7	g 56·6	21·0	63·2
31—Edmonton	76·2	7·2	12·0	17·8	12·0	t 61·7	g 55·3	20·0	65·5
British Columbia—									
32—Prince Rupert	95·0	8·1	15·0	18·9	11·5	t 62·3	67·9	31·0	68·0
33—Trail	93·2	7·5	16·0	18·3	12·1	t 64·4	65·4	25·0	66·1
34—Vancouver	81·8	7·3	14·9	17·8	9·9	t 57·5	g 64·7	21·8	65·9
35—Victoria	91·1	7·6	14·9	17·9	10·2	t 58·5	g 69·4	24·0	66·2

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ¼ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. John's	36·1	33·9	.....	33·1	.....	16·3	50·1 s	32·4	25·2	24·3	43·8
P.E.I.—											
2—Charlottetown	37·3	.....	19·8	29·8	28·2	18·1	20·8	29·0	22·4	22·0	34·5
Nova Scotia—											
3—Halifax	35·3	39·7	19·9	28·7	24·9	16·9	22·4	27·6	23·4	19·9	36·6
4—Sydney	36·9	36·9	19·4	28·3	26·4	17·9	23·4	28·8	22·8	21·8	33·9
New Brunswick—											
5—Moncton	34·9	39·1	20·9	28·9	26·2	16·2	22·4	28·2	22·9	19·8	36·9
6—Saint John	36·6	39·2	20·2	28·6	26·0	16·6	20·8	26·0	23·2	19·8	36·3
Quebec—											
7—Chicoutimi	36·9	.....	19·2	34·3	27·2	18·8	.....	27·0	22·8	20·7	35·7
8—Hull	33·5	.....	17·6	28·4	26·3	15·8	21·0	24·0	20·1	17·5	30·6
9—Montreal	34·3	.....	19·0	28·4	26·3	16·3	20·9	22·9	21·4	20·2	31·8
10—Quebec	34·8	.....	20·0	28·4	26·6	16·5	20·2	24·8	21·3	18·7	32·1
11—Sherbrooke	34·8	.....	18·9	30·0	24·4	16·5	21·3	23·4	21·4	20·5	33·0
12—Sorel	32·8	.....	18·4	29·0	26·4	16·3	22·8	25·3	18·8	18·7	35·4
13—Three Rivers	34·4	.....	18·6	28·5	25·8	17·6	.....	24·2	21·5	20·7	32·4
Ontario—											
14—Brantford	33·8	39·4	18·2	27·5	24·4	16·5	21·1	25·9	20·6	18·2	30·0
15—Cornwall	34·5	38·9	18·6	28·1	25·2	15·9	19·4	24·7	19·5	19·5	30·0
16—Fort William	36·1	40·0	17·6	28·0	25·5	17·8	20·9	26·6	21·7	19·6	34·5
17—Hamilton	34·6	39·6	18·7	28·1	24·9	16·1	19·2	24·7	20·8	17·5	33·0
18—Kirkland Lake	35·4	39·0	18·9	29·2	26·8	18·1	22·6	26·2	.....	20·1	36·0
19—London	33·5	39·0	19·2	26·6	26·3	16·2	19·9	25·1	20·7	17·7	29·1
20—North Bay	35·6	38·5	20·0	28·0	31·8	15·8	.....	26·2	22·4	19·8	33·6
21—Oshawa	33·2	39·8	18·6	26·0	23·3	15·6	20·0	26·2	20·5	17·2	30·0
22—Ottawa	34·1	39·4	18·3	28·3	25·8	15·9	21·7	24·6	21·6	17·7	29·4
23—Sault Ste. Marie	35·7	38·6	19·6	28·8	26·7	16·8	.....	26·6	22·3	19·0	32·1
24—Sudbury	34·0	38·0	18·6	27·5	25·8	16·7	.....	25·6	21·9	18·8	30·9
25—Toronto	32·9	39·4	18·2	27·1	23·5	16·1	20·0	25·1	20·4	16·9	27·6
26—Windsor	35·2	39·4	19·0	28·1	25·8	16·6	21·4	23·4	.....	17·6	33·0
Manitoba—											
27—Winnipeg	35·5	40·9	17·3	28·5	25·0	16·9	22·4	27·4	22·0	19·2	36·9
Saskatchewan—											
28—Regina	36·1	40·7	16·8	30·6	25·0	18·1	24·3	30·8	22·7	21·4	34·8
29—Saskatoon	34·8	40·8	14·8	28·1	24·8	18·4	23·6	30·2	23·4	21·2	38·7
Alberta—											
30—Calgary	33·8	40·4	15·4	29·5	24·8	17·3	25·6	31·5	21·8	23·1	33·6
31—Edmonton	35·3	41·5	15·5	30·1	24·3	18·0	23·7	30·9	22·6	22·3	35·7
British Columbia—											
32—Prince Rupert	37·4	40·4	16·3	31·7	26·4	19·8	24·2	33·2	m 20·5	m 20·3	37·5
33—Trail	35·8	39·1	17·6	32·2	.....	19·9	25·9	32·8	m 21·0	m 21·6	35·4
34—Vancouver	36·2	40·0	17·1	27·4	23·9	16·8	22·8	29·7	m 19·6	m 18·4	32·4
35—Victoria	36·1	39·6	18·2	28·3	23·0	17·1	21·1	30·0	m 19·2	m 18·1	29·4

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including

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Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. John's	.....	56·7	12·2	33·9	26·3 k	61·6 w	124·6 v	.....	23.04
P.E.I.—									
2—Charlottetown	23·7	30·3	11·2	27·0	26·9 n	46·5	115·5	.....	17.50
Nova Scotia—									
3—Halifax	21·3	37·5	10·5	28·2	24·3	46·1	112·4	.....	19.44
4—Sydney	25·5	35·8	10·1	29·9	26·3 n	46·5	117·9 v	.....	13.60
New Brunswick—									
5—Moncton	21·9	37·0	11·1	27·9	25·6 n	46·1	109·2	.....	18.75
6—Saint John	21·7	33·8	11·0	27·4	26·8 n	47·6	113·8 v	.....	20.66
Quebec—									
7—Chicoutimi	18·5	40·5	13·1	28·0	28·0 n	55·5	112·3 v	29.50	.....
8—Hull	18·9	36·0	11·5	26·8	24·5	52·3	110·9	28.50	.....
9—Montreal	17·9	33·2	11·2	28·9	25·2 n	53·6	107·2	29.36	.....
10—Quebec	17·8	33·3	11·6	27·5	25·8 n	55·1	110·1	28.88	.....
11—Sherbrooke	17·9	35·3	10·8	29·1	24·7 n	54·2	108·6	28.25	.....
12—Sorel	17·6	39·7	12·4	26·7	22·8 n	52·6	109·0 v	26.75	.....
13—Three Rivers	18·3	34·9	10·3	28·1	24·9	54·0	110·2	27.80	.....
Ontario—									
14—Brantford	18·7	45·0	10·1	28·9	23·4 n	51·8	101·9	27.50	.....
15—Cornwall	19·1	36·7	11·1	27·2	23·7	52·3	107·8	29.75	.....
16—Fort William	20·3	58·0	11·8	25·6	24·9 n	51·1	104·4	26.32	.....
17—Hamilton	19·2	41·3	10·1	29·3	23·2	53·6	104·2	26.56	.....
18—Kirkland Lake	19·5	48·2	12·6	28·8	27·0	55·2	99·8	33.38	.....
19—London	19·1	40·8	9·4	28·1	22·5	49·5	103·8	26.75	.....
20—North Bay	20·3	42·0	10·2	.....	23·0 n	53·7	114·0	29.75	.....
21—Oshawa	19·3	36·0	9·2	27·0	22·8 n	54·7	102·2	27.75	.....
22—Ottawa	19·0	38·1	11·5	28·4	25·1 n	52·6	104·8	28.50	.....
23—Sault Ste. Marie	19·7	47·7	10·6	29·2	23·9	54·9	104·0	25.50	.....
24—Sudbury	19·3	40·7	12·1	26·0	24·4 n	52·5	101·4	29.29	.....
25—Toronto	18·9	40·5	9·5	27·8	24·1 n	51·6	101·6	25.12	.....
26—Windsor	19·1	38·4	9·4	30·0	25·0 n	52·0	105·0	26.00	.....
Manitoba—									
27—Winnipeg	19·7	41·8	12·2	28·0	26·8 n	47·5	100·4	.....	20.95
Saskatchewan—									
28—Regina	22·4	43·2	12·9	26·4	27·6	49·1	103·4	.....	18.30
29—Saskatoon	22·3	49·9	14·1	29·5	27·0	46·5	98·0	.....	17.71
Alberta—									
30—Calgary	23·6	46·0	12·6	27·5	25·4 n	48·6	99·8	.....	.....
31—Edmonton	23·2	49·9	13·4	29·3	25·2 n	49·8	104·3	.....	8.25
British Columbia—									
32—Prince Rupert	25·1	63·0	11·0	27·3	26·4 n	50·6	100·3	.....	22.90
33—Trail	25·3	50·0	12·1	27·1	26·4 n	50·5	98·7	.....	19.75
34—Vancouver	20·3	53·9	10·4	25·6	23·6 n	47·5	96·8	.....	20.56
35—Victoria	21·1	51·6	11·9	27·2	24·3	46·5	101·8	.....	22.25

cuts with bone in. (b) Including cuts with hock-on. (d), Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 17·0c per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5. - INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 = 1000	Istquarter 1949 = 1000
	(a)	(b)		(b)					(c)			(d)	(d)
1922	74·9	71·6	.....	(i) 183	.....	.....	.....	.....	(e) 164	.....	110·1	.....	719
1926	75·9	75·6	.....	(i) 172	(h) 185	.....	.....	.....	(e) 162	125	106·3	(f)	763
1929	75·8	73·3	.....	(i) 164	(h) 176	.....	.....	.....	(e) 161	118	106·6	1150	758
1933	58·8	55·3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(h) 178	(m) 108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1940	65·7	59·9	100·7	(i) 184	(h) 205	(m) 129	.....	122·5	(e) 151	113	103·4	1051	782
1941	69·6	62·9	104·4	(i) 199	(h) 226	(m) 150	.....	141·7	(e) 174	138	108·2	1111	810
1944	74·6	75·2	199·1	(i) 201	(h) 295	(m) 285	.....	158·2	(e) 207	279	128·8	1270	872
1945	75·0	76·9	213·5	(i) 203	(h) 2 5	(m) 393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(h) 291	(m) 645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m) 1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m) 1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m) 1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m) 1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	.....	102·6	(l) 118	145·4	5546	223·0	171·0	.....	185·8	2327	1275
1952—March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	186·3	2524	1284
October	116·0	114·2	.....	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	.....	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	.....	104·5	.....	145·4	5612	224·3	171·0	.....	190·6	2530	1294
1953—January	115·7	113·9	.....	104·4	.....	145·6	5603	.....	169·9	.....	189·5	.....	.....
February	115·5	113·4	.....	104·7	.....	146·0	.....	.....	169·5	.....	188·9	.....	.....
March	114·8	113·6	.....	.....	.....	145·2	.....	.....	.....	.....	189·4	.....	.....
April	114·6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935—1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Mar. 1952	Feb. 1953	Mar. 1953
All Commodities										
Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	230·7	220·9	221·9
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	218·1	200·9	201·5
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	259·1	239·0	238·7
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	255·7	241·1	241·6
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	291·9	289·7	290·9
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	218·2	221·4	221·4
VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	178·2	168·5	174·7
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	174·4	174·9	175·2
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	184·7	176·7	176·5
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	225·2	207·9	209·8
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	234·5	228·8	229·2
*General Building Materials	76·2	125·9	112·6	89·1	102·0	289·8	287·5	288·2	(r)287·0	287·6
Residential Building Materials			112·4	89·0	102·3	286·2	284·8	286·8	282·3	283·4
Canadian Farm Products Total			140·8	69·3	92·6	268·6	247·2	256·7	222·6	220·8
Field			137·2	69·3	83·7	200·4	216·9	230·1	182·1	177·3
Animal			144·4	69·2	101·5	336·9	277·5	283·3	263·1	264·3

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1953 are subject to revision.
(r) Revised.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	13	21	4,524	5,450	33,018	0·04
April	14	21	2,790	3,562	29,120	0·03
Cumulative totals	52		11,898		116,965	0·04
1952						
January	13‡	13	5,374‡	5,374	71,145	0·09
February	12	22	12,394	13,048	47,603	0·06
March	16	25	2,877	5,186	65,272	0·08
April	22	37	8,418	12,121	178,713	0·21
Cumulative totals	63		29,063		362,733	0·11

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to April, 1953				
MANUFACTURING—				
Animal Foods—				
Packinghouse workers, Stratford, Ont.	1	39	860	Commenced March 6; for a new agreement providing for increased wages and reduced hours from 45 to 40 per week with guaranteed 36-hour week following reference to conciliation board; unterminated.
Textiles, Clothing, etc.—				
Clothing and hosiery factory workers, Montreal, P.Q.	2	290	5,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; partial return of workers; unterminated.
Metal Products—				
Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952: for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; unterminated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	96	1,930	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Fort William, Ont.	1	9	50	Commenced December 17, 1952; for a new agreement providing for increased wages retroactive to April 1, 1952; terminated April 23; reference to Labour Relations Board; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—				
Miscellaneous—				
Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	5,500	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; unterminated.
SERVICE—				
Business and Personal—				
Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; unterminated.
Strikes and Lockouts Commencing During April, 1953				
MANUFACTURING—				
Vegetable Foods, etc.—				
Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	596	4,250	Commenced April 22; for new agreements providing for increased wages, reduced hours from 44 to 40 per week and other changes following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1953—Continued				
Rubber and Its Products—				
Rubber factory workers, Kitchener, Ont.	1	[3] 74	200	Commenced April 22; protesting new time standards for revised conditions; terminated April 25; return of workers pending settlement; indefinite.
Textiles, Clothing, etc.—				
Cotton factory workers, Hamilton, Ont.	1	900	900	Commenced April 2; protesting dismissal of five workers and proposed elimination of certain jobs; terminated April 2; return of workers pending negotiations; indefinite.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	71	780	Commenced April 16; for a new agreement providing for increased wages following reference to conciliation board; unterminated.
Metal Products—				
Lighting fixtures factory workers, Toronto, Ont.	1	89	1,300	Commenced April 6; protest against revision of lunch and rest periods in paint shop to permit continuous production in new agreement under negotiations; terminated April 24; return of workers and replacement pending conciliation; indefinite.
Household appliances factory workers, Guelph, Ont.	1	198	3,500	Commenced April 7; for a greater increase in wages than recommended by conciliation board and other changes in new agreement under negotiations; unterminated.
Wire drawers, Hamilton, Ont.	1	[4] 60	60	Commenced April 13; protesting new incentive bonus on new machines; terminated April 14; return of workers pending settlement; indefinite.
Die casting factory workers, Hamilton, Ont.	1	130	325	Commenced April 14; protesting suspension of two workers for infraction of company rules; terminated April 16; return of workers pending settlement; indefinite.
Die casting factory workers, Wallaceburg, Ont.	1	63	440	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952 and other changes following reference to conciliation board; unterminated.
Non-Metallic Minerals, Chemicals, etc.—				
Chemical factory workers, Elmira, Ont.	1	[5] 128	1,280	Commenced April 20; for a union agreement providing for increased wages and other changes following reference to conciliation board; unterminated.
CONSTRUCTION—				
Miscellaneous—				
Pipe line installers, Kamloops, B.C.	1	220	200	Commenced April 22; for reinstatement of a dismissed foreman; terminated April 23; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1953—Concluded				
TRANSPORTATION—				
Electric Railways and Local Bus Lines—				
Bus drivers and garagemen, Hull, P.Q.	1	66	350	Commenced April 15; for implementation of award of conciliation board for wage increase retroactive to Sept. 1, 1952, instead of Jan. 1, 1953, in new agreement under negotiations; terminated April 20; negotiations; compromise, retroactive to Nov. 1, 1952.
TRADE—				
Variety store clerks, Weyburn, Sask.	1	10	155	Commenced April 11; for a union agreement providing for increased wages; unterminated.
SERVICE—				
Business and Personal—				
Garage workers, Fort William and Port Arthur, Ont.	7	185	740	Commenced April 27; for a new agreement providing for increased wages retroactive to Mar. 1 instead of Apr. 9 and reduced hours from 46½ to 44 per week following reference to conciliation board; unterminated.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 196 indirectly affected; [4] 15 indirectly affected; [5] 60 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1952

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949	118	145	33	203	250	152	42	257	44	2	133	6	1,385
1950	60	160	42	173	247	160	62	199	54	.....	120	.....	1,277
1951	102	181	21	191	232	215	31	243	53	5	141	.....	1,415
1952 (1)	102	174	21	209	231	245	43	250	47	1	105	.....	1,428

(1) Preliminary figures.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools													
Machinery		1											1
Belts, pulleys, chains, lines, etc.													
Working materials													
Nails and spikes													
Buildings and structures (including parts of these such as doors, windows, etc.)						1							1
Working surfaces								1					1
Miscellaneous													
Total		**1**				**1**		**1**					**3**
Struck by:													
Tools		1			1	2		1					5
Machinery	1			1	3	2	1	1					9
Belts, pulleys, chains, lines, etc.		6		4	1	1		4			1		17
Cranes, derricks, other hoisting or conveying apparatus		1		4	1	7		3			1		17
Automobiles or trucks	2	1		4	7	10		5	3	1	9		42
Tractors, loadmobiles, etc.	3	3			1	7		1			1		16
Mine or quarry cars				6									6
Trains or other railway vehicles					2	1		29					32
Streetcars													
Other motor-driven transportation vehicles, N.E.S.													
Man-powered vehicles and craft													
Objects thrown or kicked back by tools	1				1			1					3
Objects thrown or kicked back by machinery				2	11	1							14
Objects being hoisted or conveyed		9		1	6	5		6					27
Objects falling or flying in mines and quarries				41		5							46
Materials being handled by fellow worker					1	4							5
Materials being handled by victim		8			6	1		6	1				22
Materials falling from stockpiles	3	3			6	1							13
Another person (other than acts of violence)					1								1
Animals	13	4			1								18
Falling trees or limbs	5	62				2	1						70
Landslides or cave-ins		3		4	1	17					1		26
Miscellaneous						1					1		2
Total	**28**	**101**		**67**	**50**	**67**	**2**	**57**	**4**	**1**	**14**		**391**
Caught In, On or Between:													
Machinery	3	1		2	13	2			2				23
Belts, pulleys, chains, lines, etc.	3	1		1	2	1							8
Elevators, hoisiting and conveying apparatus		1		6	4	2		1			1		15
Buildings and structures (including parts of these such as doors, windows, etc.)					2	1							3
Automobiles and trucks		1			2	4		1	3		1		12
Tractors, loadmobiles, etc.	1	1			2	3		1					8
Mine and quarry cars				7		1							8
Trains and other railway vehicles						1		8					9
Streetcars													
Miscellaneous transportation vehicles and craft													
Materials in use or stored in plant				1	2	1		1					5
Objects in water (e.g., logs, caught between boat and wharf)		1				1							2
Miscellaneous													
Total	**7**	**6**		**17**	**27**	**17**		**12**	**5**		**2**		**93**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between:													
Involving steam railways				2		2		39					43
Involving street railways													
Involving automobiles and trucks	7	2		5	26	27	3	37	20		15		142
Involving tractors, loadmobiles, etc.	37	1		1	2	8			1		1		51
Involving mine and quarry cars				1									1
Involving water craft		21	12	3		1		19	1		7		64
Involving aircraft		1			1	2		11	1		13		29
Involving other transport agencies	1												1
Involving elevators and other hoisting and conveying apparatus						2					1		3
Involving miscellaneous agencies	2				2								4
Total	**47**	**25**	**12**	**12**	**31**	**42**	**3**	**106**	**23**		**37**		**338**
Falls and Slips													
(a) falls on same level													
Due to rough ground or floor surfaces													
Due to collapse of resistance	1				3								4
Due to tripping over or stepping on object					2								2

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952, BY INDUSTRIES AND CAUSES—(Concluded)

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips (a) falls on same level—concluded													
Due to slippery surfaces	1					1							2
Due to slipping while handling materials						2							2
Due to slipping while operating machines						1							1
Due to physical condition of workman													
Due to vehicles in motion (other than struck by, collision, etc.)	4			1		1		4	2				12
Miscellaneous							1						1
Sub Total	**6**			**1**	**5**	**5**	**1**	**4**	**2**				**24**
(b) falls to different levels													
From ladders or stairs				2	6	3	1	1			7		20
From scaffolds and stagings				1	2	27		2					32
From platforms, ramps and stationary vehicles		1		2	6	1	1	4					15
From buildings, roofs and towers	1				10	13					3		27
From bridges, trestles and catwalks						4		1					5
From poles, trees, logs and stumps	1	2		1		1	3	1			1		10
From stockpiles													
From moving railway vehicles					1			5					6
From other moving transportation vehicles	1	1	1		1	1			2				7
Into holds of vessels		1	1		1			3					6
Into shafts, pits, excavations, etc.				8	1	8		1	1				19
Into rivers, lakes, sea or harbours	2	19	5	2	11	12	3	15			9		78
Into storage bunkers					5	1							6
Into tanks, vats or kilns					2	2							4
Miscellaneous falls to different level	1					1		1					3
Sub Total	**6**	**24**	**7**	**16**	**46**	**74**	**8**	**34**	**3**		**20**		**238**
Total	**12**	**24**	**7**	**17**	**51**	**79**	**9**	**38**	**5**		**20**		**262**
Conflagrations, Temperature Extremes and Explosions													
Conflagrations		4		1	10	10		2			3		30
Exposure to welding flashes					1								1
Exposure to cold or cold substances			1										1
Exposure to steam or other hot vapours					1								1
Exposure to hot liquids or molten metal					3								3
Exposure to heat or hot substances, N.E.S.				1	1								2
Explosions—blasting accidents	4	2		7		5					4		22
Explosions of coal and/or dust				26				7					33
Air blasts (bumps) in mines				2									2
Explosions of steam pressure apparatus													
Explosions of liquid air, gas pressure apparatus and containers				1	1		1		3				6
Explosions of gasoline and/or oil	1	1		1	3	2							8
Explosions of chemicals					4	1							5
Ammunition and firearms (accidental)			1										1
Other explosions													
Total	**5**	**7**	**2**	**39**	**24**	**18**	**1**	**9**	**3**		**7**		**115**
Inhalation, Absorptions, Ingestion (asphyxiation, poisoning, etc.)													
Exposure to acids, alkalis and similar chemicals				1									1
Exposure to poisonous gasses				3	3	4			2		3		15
Exposure to dust				41	19	1							61
Exposure to poisonous vegetation													
Exposure to miscellaneous poisonous agencies				1									1
Total				**46**	**22**	**5**			**2**		**3**		**78**
Contact with Electric Current													
Lightning accidents	1												1
Exposure to or contact with electricity	2	3		2	9	9	27	7			1		60
Total	**3**	**3**		**2**	**9**	**9**	**27**	**7**			**1**		**61**
Over-exertion and Industrial Diseases													
Over-exertion resulting in strains, hernia, etc.		7		6	14	6	1	18	5		15		72
Industrial diseases				2	2	1					5		10
Total		**7**		**8**	**16**	**7**	**1**	**18**	**5**		**20**		**82**
Miscellaneous Accident Types													
Violence					1			2			1		4
Bites, stings, etc., by animals, reptiles, and insects													
Miscellaneous				1									1
Total				**1**	**1**			**2**			**1**		**5**
Grand Total	**102**	**174**	**21**	**209**	**231**	**245**	**43**	**250**	**47**	**1**	**105**		**1,428**

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (1)

Industry	1952(2)												1951(3)											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
AGRICULTURE	...	1	2	...	6	52	12	13	14	2	...	102	...	...	...	8	18	38	10	13	12	3	...	102
LOGGING	2	...	2	4	48	35	1	1	6	75	...	174	1	...	7	1	42	42	6	...	6	76	...	181
FISHING and TRAPPING	2	...	2	...	...	3	1	1	...	12	...	21	1	...	5	1	1	2	...	...	...	11	...	21
MINING and QUARRYING	4	...	43	1	28	55	8	7	22	41	...	209	6	...	14	2	32	58	6	1	34	38	...	191
Metalliferous mining	3	...	2	...	20	54	5	1	...	34	...	119	5	...	...	...	17	56	3	...	...	27	...	108
Coal mining	...	...	40	1	...	...	...	...	9	6	...	56	1	...	14	2	...	...	...	...	18	10	...	45
Non-metallic mineral mining and quarrying, n.e.s.	1	...	1	...	8	1	3	6	13	1	...	34	...	...	...	...	15	2	3	1	16	1	...	38
MANUFACTURING	5	...	6	5	59	103	6	5	10	32	...	231	2	...	10	5	58	102	5	3	9	38	...	232
Food and beverages	...	...	...	2	5	7	2	...	...	1	...	17	...	...	...	1	6	9	2	...	1	5	...	24
Tobacco and tobacco products	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Rubber products	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	1
Leather products	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	...	1
Textile products (except clothing)	...	...	...	...	...	5	...	...	...	...	...	5	...	...	...	...	2	1	...	...	...	...	...	3
Clothing (textile and fur)	...	...	1	...	...	1	...	...	...	1	...	3	...	...	...	...	1	1	1	...	...	...	...	3
Wood products	2	...	...	2	14	14	...	4	1	17	...	54	...	...	4	1	15	18	1	1	2	19	...	61
Paper products	3	...	...	1	16	5	...	...	...	3	...	28	1	...	1	1	8	3	...	...	...	4	...	18
Printing publishing and allied trades	...	...	...	...	...	3	...	...	...	1	...	4	...	...	...	...	...	1	...	...	...	...	...	1
Iron and steel products	...	...	3	...	11	30	3	...	2	3	...	52	...	...	4	...	6	34	...	...	2	...	...	46
Transportation equipment	...	...	1	...	9	11	...	1	2	5	...	29	...	...	1	2	7	16	...	1	1	8	...	36
Non-ferrous metal products	...	...	...	...	1	2	1	...	...	...	...	4	...	...	...	...	6	4	1	...	...	...	...	11
Electrical apparatus and supplies	...	...	...	...	...	5	...	...	...	1	...	6	...	...	...	...	1	2	...	...	...	...	...	3
Non-metallic mineral products	...	...	1	...	...	12	...	...	5	...	...	18	1	...	...	...	4	7	...	...	1	2	...	15
Chemical products	...	...	...	...	3	6	...	...	...	...	...	9	...	...	...	...	1	3	...	...	1	...	...	5
Miscellaneous manufacturing industries	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	1	1	...	1	1	...	...	4
CONSTRUCTION	5	1	6	5	67	81	9	6	19	45	1	245	3	...	1	10	58	63	9	5	20	45	1	215
Buildings and structures	1	...	3	...	32	36	5	3	3	7	...	90	...	...	1	6	29	20	2	...	6	21	...	85
Highway and bridge	1	...	2	4	4	18	3	...	8	8	...	48	...	...	...	3	5	25	2	...	3	4	...	42
Miscellaneous	3	1	1	1	31	27	1	3	8	30	1	107	3	...	...	1	24	18	5	5	11	20	1	88
ELECTRICITY, GAS and WATER PRODUCTION and SUPPLY	1	...	1	1	17	13	2	2	3	3	...	43	...	...	...	4	2	19	1	...	3	2	...	31
TRANSPORTATION, STORAGE and COMMUNICATIONS	2	1	5	11	71	80	15	7	18	39	1	250	4	...	9	9	51	82	17	7	13	49	2	243
Steam railways	...	...	1	7	26	37	3	4	10	18	...	106	1	...	4	1	19	47	8	2	8	21	...	111
Street and electric railways	...	...	...	...	1	1	...	...	...	...	...	2	...	...	...	...	...	1	...	...	...	2	...	3
Water transportation	2	...	3	1	21	9	3	...	...	16	...	55	1	...	2	6	8	7	...	...	...	7	...	31
Air transportation	...	...	...	...	1	4	3	...	...	2	...	10	2	...	...	...	3	3	...	1	...	11	2	22
Local and highway transportation	...	1	1	1	20	19	5	1	5	2	1	56	...	...	2	2	16	20	8	2	4	7	...	61
Storage	...	...	...	...	...	8	1	2	...	...	...	11	...	...	...	...	3	3	...	1	...	...	...	7
Telegraphs and telephones	...	...	...	2	2	2	...	...	3	1	...	10	...	...	1	...	2	...	1	...	1	...	...	5
Express	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	1	...	1	...	3
TRADE	...	1	...	1	9	22	...	6	3	5	...	47	...	...	1	...	10	19	4	2	7	9	1	53
Wholesale	...	1	...	...	7	8	...	4	2	2	...	24	...	...	...	...	3	8	1	1	2	3	...	18
Retail	...	...	...	1	2	14	...	2	1	3	...	23	...	...	1	...	7	11	3	1	5	6	1	35
FINANCE	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...	1	4	...	...	...	...	...	5
SERVICE	1	...	...	1	27	36	10	8	5	16	1	105	3	...	3	3	41	54	3	5	8	20	1	141
Public administration	...	...	...	1	26	24	9	8	4	14	...	86	2	...	3	3	32	43	3	5	7	17	1	116
Recreational	...	...	...	...	...	1	...	...	...	...	1	2	1	...	...	...	1	3	...	...	...	...	...	5
Laundering, dyeing and cleaning	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Personal, domestic and business	1	...	...	...	1	11	1	...	1	2	...	17	...	...	...	...	8	8	...	...	1	3	...	20
TOTAL	**22**	**4**	**67**	**29**	**332**	**481**	**64**	**54**	**102**	**270**	**3**	**1,428**	**20**	...	**50**	**43**	**314**	**483**	**61**	**36**	**112**	**290**	**5**	**1,415**

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated. For quarterly reports of accidents see the *Labour Gazette* for July and October 1952, and January and May 1953. (2) Preliminary figures. (3) Revised figures for 1951.

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1952 [1]	Per Cent of Total	Total, 1951 [2]	Per Cent of Total	No. Employed (Thousands)
AGRICULTURE	6	4	5	7	16	8	4	13	13	16	7	3	102	7·1	102	7·2	827·0 [3]
LOGGING	20	17	12	6	25	7	9	14	15	21	14	14	174	12·2	181	12·8	129·8 [3]
FISHING and TRAPPING	1	1	1	1	.....	.....	8	3	1	.....	5	.....	21	1·5	21	1·5	65·2 [4]
MINING and QUARRYING	35	14	15	15	22	19	28	13	15	10	4	19	209	14·6	191	13·5	128·9 [5]
Metalliferous mining	9	8	9	11	18	13	14	9	10	8	.....	10	119	8·3	108	7·6	75·1
Coal mining	23	5	3	4	1	1	9	3	1	.....	2	4	56	3·9	45	3·2	22·6
Non-metallic mineral mining and quarrying, n.e.s.	3	1	3	.....	3	5	5	1	4	2	2	5	34	2·4	38	2·7	31·2
MANUFACTURING	12	30	11	25	27	17	14	28	15	12	13	27	231	16·2	232	16·4	1,247.5[6]
Food and beverages	1	.....	.....	1	4	.....	1	2	3	2	1	2	17	1·2	24	1·7	169·3
Tobacco and tobacco products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9·8
Rubber products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	0·1	23·0
Leather products	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	0·1	1	0·1	31·8
Textile products (except clothing)	.....	1	.....	.....	.....	1	.....	1	.....	.....	1	1	5	0·3	3	0·2	81·0
Clothing (textile and fur)	.....	.....	.....	1	.....	.....	1	.....	.....	.....	1	.....	3	0·2	3	0·2	110·4
Wood products	4	5	3	8	5	3	6	4	4	3	1	8	54	3·8	61	4·3	130·2
Paper products	1	7	.....	.....	4	1	1	5	3	1	2	3	28	2·0	18	1·3	82·4
Printing publishing and allied trades	1	1	.....	1	1	.....	.....	.....	.....	.....	.....	.....	4	0·3	1	0·1	67·0
Iron and steel products	4	13	5	7	4	6	1	4	1	1	3	3	52	3·6	46	3·2	182·7
Transportation equipment	1	1	.....	3	4	3	1	6	1	2	1	6	29	2·0	36	2·5	122·4
Non-ferrous metal products	.....	.....	.....	.....	1	.....	.....	1	.....	1	.....	1	4	0·3	11	0·8	50·9
Electrical apparatus and supplies	.....	.....	.....	.....	2	.....	1	2	.....	1	.....	.....	6	0·4	3	0·2	67·6
Non-metallic mineral products	.....	2	2	3	1	1	2	2	2	.....	2	1	18	1·3	15	1·1	31·5
Chemical products	.....	.....	1	.....	1	2	.....	1	1	.....	1	2	9	0·6	5	0·3	59·7
Miscellaneous manufacturing industries	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	0·1	4	0·3	27·8
CONSTRUCTION	17	15	13	19	20	16	22	39	19	26	26	13	245	17·2	215	15·2	459.1[6]
Buildings and structures	11	4	5	7	5	6	4	15	6	9	8	10	90	6·3	85	6·0	.....
Highway and bridge	2	2	2	5	6	2	4	5	3	5	10	2	48	3·4	42	3·0	.....
Miscellaneous	4	9	6	7	9	8	14	19	10	12	8	1	107	7·5	88	6·2	.....
ELECTRICITY, GAS and WATER PRODUCTION and SUPPLY	5	1	.....	6	1	7	5	2	2	5	7	2	43	3·0	31	2·2	32·9 [7]
TRANSPORTATION, STORAGE and COMMUNICATIONS	30	21	11	12	20	29	18	18	20	20	25	26	250	17·5	243	17·2	.....
Steam railways	19	11	7	8	5	11	3	5	4	12	10	11	106	7·4	111	7·8	204·0 [8]
Street and electric railways	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	2	0·1	3	0·2	21·1 [8]
Water transportation	3	1	1	2	12	7	3	5	4	1	7	9	55	3·9	31	2·2	20·1 [8]
Air transportation	1	1	.....	.....	.....	2	2	1	1	.....	1	1	10	0·7	22	1·6	7·4 [8]
Local and highway transportation	6	8	2	1	2	5	10	6	4	4	5	3	56	3·9	61	4·3	27·0 [7]
Storage	.....	.....	1	.....	.....	1	.....	1	7	1	.....	.....	11	0·8	7	0·5	4·2 [7]
Telegraphs and telephones	.....	.....	.....	1	1	2	.....	.....	.....	2	2	2	10	0·7	5	0·4	58·0 [8]
Express	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	0·2	9·6 [8]
TRADE	2	4	1	5	5	1	8	5	5	2	5	4	47	3·3	53	3·7	709·8 [3]
Wholesale	.....	3	1	2	3	1	3	3	5	.....	1	2	24	1·7	18	1·3	195·3
Retail	2	1	.....	3	2	.....	5	2	.....	2	4	2	23	1·6	35	2·4	514·5
FINANCE	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	0·1	5	0·3	144·0 [3]
SERVICE	5	10	4	7	14	14	12	7	14	4	9	5	105	7·3	141	10·0	1,077.5[3]
Public administration	4	9	4	5	11	11	10	7	14	3	5	3	86	6·0	116	8·2	676·0
Recreational	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	2	0·1	5	0·4	28·7
Laundering, dyeing and cleaning	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	33·8
Personal, domestic and business	1	1	.....	1	3	3	2	.....	.....	1	3	2	17	1·2	20	1·4	339·0
TOTAL	**133**	**118**	**73**	**103**	**150**	**118**	**128**	**142**	**119**	**116**	**115**	**113**	**1,428**	**100·0**	**1,415**	**100·0**	.....

[1] Preliminary figures. [2] Revised figures. [3] Decennial Census 1951... [4] Fishermen only; Industry and Merchandising Division D.B.S. 1951. [5] Industry and Merchandising Division D.B.S. 1951. [6] General Assignments Division D.B.S. 1951. [7] Transportation Division D.B.S. 1950. [8] Transportation Division D.B.S. 1951.

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Provinces	Medical[1] Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1948					
Nova Scotia	7,952	9,039	474	54	17,519
New Brunswick	6,351	8,512	223	29	15,115
Quebec					93,028
Ontario	109,904	49,390	2,199	240	161,733
Manitoba	10,019	6,414	320	30	16,753
Saskatchewan	5,082	5,386	142	17	10,627
Alberta	15,374	12,560	522	101	28,557
British Columbia	41,311	31,269	1,261	223	74,064
Total					417,396
1949					
Prince Edward Island[2]	103	113	3		219
Nova Scotia	8,483	8,032	491	49	17,055
New Brunswick	6,426	7,130	220	18	13,794
Quebec					85,040
Ontario	117,239	47,400	1,740	283	166,632
Manitoba	10,654	6,132	308	31	17,125
Saskatchewan	5,504	5,204	103	19	10,830
Alberta	18,213	13,423	645	115	32,396
British Columbia	40,609	27,049	1,416	178	69,252
Total					412,343
1950					
Prince Edward Island	320	363	3		686
Nova Scotia	8,542	7,591	506	58	16,697
New Brunswick	5,936	8,828	231	28	15,023
Quebec				197	86,246
Ontario	118,001	43,820	1,677	225	163,723
Manitoba	10,516	5,652	316	29	16,513
Saskatchewan	5,610	5,691	114	26	11,441
Alberta	18,836	13,804	577	120	33,337
British Columbia	43,992	25,852	1,498	162	71,504
Total					415,170
1951					
Newfoundland	3,425	2,725	67	11	6,228
Prince Edward Island	411	439	10		860
Nova Scotia	9,545	7,503	482	43	17,573
New Brunswick	5,710	9,234	206	27	15,177
Quebec				207	95,930
Ontario	129,486	45,010	1,775	292	176,563
Manitoba	11,249	5,577	349	37	17,212
Saskatchewan	6,711	6,812	135	18	13,676
Alberta	20,312	14,754	636	102	35,804
British Columbia	40,268	26,023	1,513	184	67,988
Total					447,011
1952[3]					
Newfoundland [4]	4,836	3,850	60	20	8,766
Prince Edward Island	384	369	7	1	761
Nova Scotia	9,511	7,070	115	63	16,759
New Brunswick				26	15,674
Quebec				312	97,177
Ontario	137,938	54,802	2,157	309	195,206
Manitoba	11,526	5,714	357	38	17,635
Saskatchewan	7,764	8,338	204	44	16,350
Alberta	23,000	15,698	730	92	39,520
British Columbia	42,855	25,551	1,391	240	70,037
Total					477,885

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.
[2] For the period July 1 to December 31, 1949.
[3] Preliminary figures.
[4] For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

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Optometrist.
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